

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2021-22

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

**Janet McClelland, Chair
Jase Bolger
Nick Ciaramitaro
Jeff Steffel**

John Gnodtke, State Personnel Director

STATISTICAL HIGHLIGHTS

First Quarter FY 2021-22

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.1
Average Annual Salary ¹	\$68,298
Average Years of Service	11.8

WORK FORCE CHARACTERISTICS

Females	54.9%
Males	45.1%
Eligible for Longevity	64.3%
Less than Six Years of Service	34.6%
Six to Ten Years of Service	19.2%
Over Ten Years of Service	46.1%
Exclusively Represented for Collective Bargaining	67.2%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.0%
Asian	1.7%
Black or African American	18.2%
Hispanic or Latino	3.0%
Native Hawaiian or Other Pacific Islander	0.03%
Two or More Races	0.8%
White	75.2%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

² Throughout this report, aggregate totals of related percentages for some categories may not total 100% due to rounding

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 25, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	453.0	0.0	2.0	4.0	0.0	16.0	1.0	476.0	0.0	476.0
AGRICULTURE AND RURAL DVLPMNT		453.0	0.0	2.0	4.0	0.0	16.0	1.0	476.0	0.0	476.0
ATY GNRL CENTRAL OFFICE	1101	504.0	1.0	0.0	20.0	0.0	0.0	0.0	525.0	0.0	525.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
ATTORNEY GENERAL		513.0	1.0	0.0	21.0	0.0	0.0	0.0	535.0	0.0	535.0
LEGISLATIVE AUDITOR GENERAL	0301	127.0	6.0	0.0	15.0	0.0	3.0	0.0	151.0	0.0	151.0
AUDITOR GENERAL		127.0	6.0	0.0	15.0	0.0	3.0	0.0	151.0	0.0	151.0
CIV RGHT CENTRAL OFFICE	1501	79.0	0.0	0.0	2.0	0.0	0.0	0.0	81.0	0.0	81.0
CIVIL RIGHTS		79.0	0.0	0.0	2.0	0.0	0.0	0.0	81.0	0.0	81.0
CIVIL SERVICE COMMISSION	1901	423.0	0.0	1.0	5.0	0.0	6.0	0.0	435.0	0.0	435.0
CIVIL SERVICE COMMISSION		423.0	0.0	1.0	5.0	0.0	6.0	0.0	435.0	0.0	435.0
DETROIT DETENTION CENTER	4754	62.0	0.0	0.0	0.0	0.0	0.0	1.0	63.0	0.0	63.0
DOC-ADRIAN/GUS HARRISON FAC	4729	411.0	0.0	1.0	1.0	0.0	0.0	2.0	415.0	0.0	415.0
DOC-ALGER MAX SECURITY CORRECT	4735	222.0	0.0	0.0	1.0	0.0	0.0	0.0	223.0	0.0	223.0
DOC-BARAGA FACILITY	4740	249.0	0.0	0.0	1.0	0.0	0.0	0.0	250.0	0.0	250.0
DOC-BELLAMY CREEK FACILITY	4748	352.0	0.0	0.0	1.0	0.0	0.0	1.0	354.0	0.0	354.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	254.0	0.0	0.0	0.0	0.0	0.0	0.0	254.0	0.0	254.0
DOC-CARSON CITY FAC/CARSON CIT	4731	385.0	0.0	0.0	1.0	0.0	0.0	0.0	386.0	0.0	386.0
DOC-CENTRAL MICHIGAN FACILITY	4744	398.0	0.0	0.0	1.0	0.0	0.0	0.0	399.0	0.0	399.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	394.0	1.0	0.0	1.0	0.0	0.0	6.0	402.0	0.0	402.0
DOC-COOPER STREET FACILITY	4752	258.0	0.0	0.0	1.0	0.0	0.0	1.0	260.0	0.0	260.0
DOC-CORRECTN CENTRAL OFFICE	4702	553.0	0.0	0.0	21.0	0.0	12.0	0.0	586.0	0.0	586.0
DOC-COTTON FACILITY	4720	337.0	0.0	0.0	1.0	0.0	0.0	0.0	338.0	0.0	338.0
DOC-EGELER FACILITY	4727	493.0	0.0	0.0	1.0	0.0	0.0	3.0	497.0	0.0	497.0
DOC-FIELD OPERATION REGION III	4763	712.0	6.0	0.0	2.0	0.0	0.0	1.0	721.0	0.0	721.0
DOC-FIELD OPERATIONS REGION I	4761	760.0	0.0	0.0	2.0	0.0	0.0	0.0	762.0	0.0	762.0
DOC-HANDLON MI TRAINING UNT	4705	270.0	0.0	0.0	1.0	0.0	0.0	0.0	271.0	0.0	271.0
DOC-HURON VALLEY CORR COMPLEX	4715	478.0	1.0	0.0	1.0	0.0	0.0	0.0	480.0	0.0	480.0
DOC-IONIA MAXIMUM FACILITY	4724	257.0	0.0	0.0	1.0	0.0	0.0	0.0	258.0	0.0	258.0
DOC-JACKSON CENTRAL REGION	4750	66.0	0.0	0.0	0.0	0.0	0.0	0.0	66.0	0.0	66.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	241.0	0.0	0.0	1.0	0.0	2.0	1.0	245.0	0.0	245.0
DOC-LAKELAND MENS FACILITY	4718	270.0	0.0	0.0	1.0	0.0	0.0	0.0	271.0	0.0	271.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 25, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-MACOMB FACILITY	4741	334.0	2.0	0.0	1.0	0.0	0.0	4.0	341.0	0.0	341.0
DOC-MARQUETTE BRANCH PRISON	4706	267.0	1.0	0.0	1.0	0.0	0.0	2.0	271.0	0.0	271.0
DOC-MAXEY CORRECTIONAL	4749	287.0	0.0	0.0	1.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-MICHIGAN REFORMATORY	4707	265.0	0.0	0.0	1.0	0.0	2.0	1.0	269.0	0.0	269.0
DOC-MICHIGAN STATE INDUSTRIES	4709	42.0	0.0	0.0	0.0	0.0	0.0	0.0	42.0	0.0	42.0
DOC-MUSKEGON FACILITY	4704	226.0	0.0	0.0	1.0	0.0	0.0	1.0	228.0	0.0	228.0
DOC-NEWBERRY FACILITY	4743	173.0	0.0	2.0	1.0	0.0	0.0	0.0	176.0	0.0	176.0
DOC-OAKS FACILITY	4739	283.0	1.0	0.0	1.0	0.0	0.0	4.0	289.0	0.0	289.0
DOC-PARNALL FACILITY	4751	274.0	0.0	0.0	1.0	0.0	0.0	1.0	276.0	0.5	275.5
DOC-SAGINAW FACILITY	4742	288.0	0.0	0.0	1.0	0.0	2.0	0.0	291.0	0.0	291.0
DOC-ST. LOUIS FACILITY	4733	319.0	0.0	0.0	0.0	0.0	0.0	2.0	321.0	0.0	321.0
DOC-THUMB FACILITY	4725	297.0	0.0	0.0	1.0	0.0	1.0	1.0	300.0	0.0	300.0
NTHRN REGION ADMIN AND SUPPORT	4714	27.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0
SOUTHERN REGION - IONIA	4711	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
CORRECTIONS		10,529.0	12.0	3.0	50.0	0.0	19.0	32.0	10,645.0	0.5	10,644.5
EDUCATION	3103	439.0	3.0	4.0	17.0	35.0	10.0	0.0	508.0	0.0	508.0
EDUCATION		439.0	3.0	4.0	17.0	35.0	10.0	0.0	508.0	0.0	508.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,230.0	2.0	9.0	28.0	0.0	18.0	0.0	1,287.0	0.0	1,287.0
ENVIRONMENT, GREAT LAKES & ENERGY		1,230.0	2.0	9.0	28.0	0.0	18.0	0.0	1,287.0	0.0	1,287.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	66.0	0.0	2.0	0.0	68.0	0.0	68.0
EXECUTIVE OFFICE		0.0	0.0	0.0	66.0	0.0	2.0	0.0	68.0	0.0	68.0
DEPT OF INS AND FIN SERVICE	6501	303.0	1.0	0.0	23.0	0.0	2.0	0.0	329.0	0.0	329.0
INSURANCE AND FINANCIAL SERV		303.0	1.0	0.0	23.0	0.0	2.0	0.0	329.0	0.0	329.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,692.0	1.0	0.0	557.0	35.0	7.0	0.0	2,292.0	0.0	2,292.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
LEO - MSF-MEDC	1804	105.0	0.0	0.0	2.0	0.0	1.0	0.0	108.0	0.0	108.0
LEO - MSHDA	1803	231.0	2.0	2.0	46.0	0.0	5.0	0.0	286.0	0.0	286.0
LABOR & ECONOMIC OPPORTUNITY		2,035.0	3.0	2.0	607.0	35.0	13.0	0.0	2,695.0	0.0	2,695.0
LICENSING & REGULATORY AFFAIRS	6401	1,501.0	2.0	13.0	29.0	0.0	13.0	0.0	1,558.0	0.0	1,558.0
LICENSING & REGULATORY AFFAIRS		1,501.0	2.0	13.0	29.0	0.0	13.0	0.0	1,558.0	0.0	1,558.0
MDHHS-CARO CENTER	3902	335.0	0.0	2.0	53.0	0.0	0.0	5.0	395.0	0.0	395.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,612.0	0.0	3.0	42.0	0.0	2.0	0.0	1,659.0	0.0	1,659.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 25, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-CTR FORENSIC PSYCHIATRY	3920	561.0	1.0	0.0	3.0	0.0	6.0	8.0	579.0	0.0	579.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	221.0	0.0	0.0	6.0	0.0	2.0	6.0	235.0	0.0	235.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	398.0	0.0	0.0	17.0	0.0	0.0	17.0	432.0	0.0	432.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	46.0	0.0	0.0	0.0	0.0	0.0	0.0	46.0	0.0	46.0
MDHHS-WALTER P.REUTHER PSY HS	3945	374.0	1.0	16.0	3.0	0.0	3.0	0.0	397.0	0.0	397.0
MDHHS - COMMUNITY HEALTH		3,547.0	2.0	21.0	124.0	0.0	13.0	36.0	3,743.0	0.0	3,743.0
MDHHS-BERRIEN COUNTY	4322	133.0	0.0	0.0	3.0	0.0	0.0	0.0	136.0	0.0	136.0
MDHHS-CALHOUN COUNTY	4323	151.0	0.0	0.0	4.0	0.0	0.0	0.0	155.0	0.0	155.0
MDHHS-COUNTIES	4308	2,613.0	0.0	0.0	74.0	6.0	0.0	0.0	2,693.0	0.0	2,693.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,375.0	1.0	3.0	104.0	0.0	5.0	0.0	2,488.0	0.0	2,488.0
MDHHS-GENESEE COUNTY	4302	415.0	0.0	0.0	28.0	0.0	0.0	0.0	443.0	0.0	443.0
MDHHS-INGHAM COUNTY	4312	235.0	0.0	0.0	8.0	0.0	0.0	0.0	243.0	0.0	243.0
MDHHS-INSTITUTIONS	4307	44.0	0.0	26.0	5.0	0.0	0.0	4.0	79.0	0.0	79.0
MDHHS-JACKSON COUNTY	4315	146.0	0.0	0.0	18.0	0.0	0.0	0.0	164.0	0.0	164.0
MDHHS-KALAMAZOO COUNTY	4314	222.0	0.0	0.0	4.0	0.0	0.0	0.0	226.0	0.0	226.0
MDHHS-KENT COUNTY	4303	413.0	0.0	0.0	4.0	3.0	0.0	1.0	421.0	0.0	421.0
MDHHS-MACOMB COUNTY	4304	448.0	0.0	0.0	1.0	0.0	0.0	0.0	449.0	4.5	444.5
MDHHS-MUSKEGON COUNTY	4324	216.0	0.0	0.0	4.0	0.0	0.0	0.0	220.0	0.0	220.0
MDHHS-OAKLAND COUNTY	4305	430.0	0.0	0.0	60.0	0.0	0.0	0.0	490.0	0.0	490.0
MDHHS-SAGINAW COUNTY	4313	165.0	0.0	0.0	1.0	0.0	0.0	0.0	166.0	0.0	166.0
MDHHS-WASHTENAW	4325	141.0	0.0	0.0	3.0	0.0	0.0	0.0	144.0	0.0	144.0
MDHHS-WAYNE COUNTY DSS	4306	88.0	0.0	0.0	2.0	0.0	0.0	0.0	90.0	0.0	90.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	583.0	0.0	0.0	9.0	0.0	0.0	1.0	593.0	0.0	593.0
MDHHS-WAYNE COUNTY ZONE 3	4318	455.0	0.0	0.0	4.0	0.0	0.0	0.0	459.0	0.0	459.0
MDHHS-WAYNE COUNTY ZONE 4	4319	406.0	0.0	0.0	2.0	0.0	0.0	0.0	408.0	0.0	408.0
MDHHS-WAYNE COUNTY ZONE L	4316	322.0	0.0	0.0	8.0	0.0	0.0	0.0	330.0	0.0	330.0
MDHHS - HUMAN SERVICES		10,001.0	1.0	29.0	346.0	9.0	5.0	6.0	10,397.0	4.5	10,392.5
MICHIGAN VETERAN HOMES	5105	332.0	13.0	8.0	5.0	1.0	1.0	0.0	360.0	0.5	359.5
MIL AFFR CENTRAL OFFICE	5101	378.0	2.0	22.0	10.0	2.0	13.0	0.0	427.0	0.0	427.0
MILITARY & VETERAN AFFAIRS		710.0	15.0	30.0	15.0	3.0	14.0	0.0	787.0	0.5	786.5
DNR-NATURAL RESOURCES	7501	1,425.0	1.0	50.0	21.0	41.0	161.0	0.0	1,699.0	0.0	1,699.0
NATURAL RESOURCES		1,425.0	1.0	50.0	21.0	41.0	161.0	0.0	1,699.0	0.0	1,699.0
DEPARTMENT OF STATE	2301	1,275.0	0.0	28.0	23.0	0.0	0.0	1.0	1,327.0	0.0	1,327.0

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STATE		1,275.0	0.0	28.0	23.0	0.0	0.0	1.0	1,327.0	0.0	1,327.0
STATE POLICE	5501	2,881.0	6.0	5.0	68.0	0.0	14.0	4.0	2,978.0	0.0	2,978.0
STATE POLICE		2,881.0	6.0	5.0	68.0	0.0	14.0	4.0	2,978.0	0.0	2,978.0
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,687.0	0.0	0.0	33.0	0.0	14.0	0.0	1,734.0	0.0	1,734.0
TECH, MGMT AND BUDGET - MB	0701	1,036.0	4.0	3.0	36.0	0.0	17.0	0.0	1,096.0	0.0	1,096.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,723.0	4.0	3.0	70.0	0.0	31.0	0.0	2,831.0	0.0	2,831.0
BRIDGE AUTHORITIES-INTERNATION	5903	29.0	0.0	0.0	0.0	0.0	11.0	0.0	40.0	0.0	40.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	24.0	2.0	0.0	0.0	0.0	64.0	0.0	64.0
TRANSPORTATION CENTRAL OFFICE	5901	2,362.0	2.0	12.0	186.0	8.0	68.0	9.0	2,647.0	0.5	2,646.5
TRANSPORTATION		2,429.0	2.0	36.0	188.0	8.0	79.0	9.0	2,751.0	0.5	2,750.5
BUREAU OF STATE LOTTERY	2795	172.0	0.0	0.0	1.0	0.0	19.0	0.0	192.0	0.0	192.0
GAMING CONTROL	2707	137.0	0.0	3.0	5.0	0.0	0.0	0.0	145.0	0.0	145.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,210.0	0.0	1.0	40.0	0.0	16.0	0.0	1,267.0	0.0	1,267.0
TREASURY		1,522.0	0.0	4.0	46.0	0.0	35.0	0.0	1,607.0	0.0	1,607.0
STATEWIDE TOTAL		44,145.0	61.0	240.0	1,768.0	131.0	454.0	89.0	46,888.0	6.0	46,882.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWWF04

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 12/25/2021 (B)	FTE Positions 9/18/2021 (C)	Difference 12/25/2021 and 9/18/2021 (B-C)	Difference 12/25/2021 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	521.0	463.1	458.8	4.3	-57.9
Overtime	0.0	0.0	0.2	-0.2	0.0
Total	521.0	463.1	458.9	4.1	-57.9
ATTORNEY GENERAL					
Regular	541.4	536.5	530.5	6.1	-4.9
Overtime	0.0	0.3	1.1	-0.7	0.3
Total	541.4	536.9	531.5	5.3	-4.5
AUDITOR GENERAL					
Regular	0.0	152.5	150.3	2.2	152.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	152.5	150.3	2.2	152.5
CIVIL RIGHTS					
Regular	109.0	85.0	89.2	-4.2	-24.0
Overtime	0.0	0.0	5.7	-5.7	0.0
Total	109.0	85.0	94.9	-9.9	-24.0
CIVIL SERVICE COMMISSION					
Regular	459.0	429.4	423.5	5.9	-29.6
Overtime	0.0	2.4	1.4	1.0	2.4
Total	459.0	431.9	424.9	6.9	-27.1
CORRECTIONS					
Regular	13,484.4	10,930.0	10,966.7	-36.8	-2,554.4
Overtime	0.0	1,443.7	1,154.2	289.5	1,443.7
Total	13,484.4	12,373.6	12,120.9	252.7	-1,110.8

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 12/25/2021 (B)	FTE Positions 9/18/2021 (C)	Difference 12/25/2021 and 9/18/2021 (B-C)	Difference 12/25/2021 and Appropriated (B-A)
EDUCATION					
Regular	615.5	502.6	500.7	1.9	-112.9
Overtime	0.0	0.1	0.5	-0.4	0.1
Total	615.5	502.7	501.2	1.5	-112.8
ENVIRON, GREAT LAKES & ENERGY					
Regular	1,461.0	1,267.9	1,251.8	16.1	-193.1
Overtime	0.0	3.0	4.0	-1.1	3.0
Total	1,461.0	1,270.9	1,255.8	15.1	-190.1
EXECUTIVE OFFICE					
Regular	79.2	85.4	89.9	-4.5	6.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	85.4	89.9	-4.5	6.2
INSURANCE AND FINANCIAL SERV					
Regular	372.5	326.3	317.5	8.8	-46.2
Overtime	0.0	0.3	0.1	0.3	0.3
Total	372.5	326.6	317.6	9.0	-45.9
LABOR & ECONOMIC OPPORTUNITY					
Regular	2,553.4	2,710.5	2,681.1	29.4	157.1
Overtime	0.0	82.2	140.1	-57.9	82.2
Total	2,553.4	2,792.8	2,821.2	-28.5	239.4
LICENSING AND REGULATORY AFF					
Regular	1,827.9	1,549.1	1,556.5	-7.4	-278.8
Overtime	0.0	12.1	9.3	2.8	12.1
Total	1,827.9	1,561.1	1,565.7	-4.6	-266.8
MDHHS - COMMUNITY HEALTH					
Regular	4,132.2	3,710.8	3,643.6	67.2	-421.4
Overtime	0.0	322.8	276.8	46.0	322.8
Total	4,132.2	4,033.6	3,920.4	113.2	-98.6

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 12/25/2021 (B)	FTE Positions 9/18/2021 (C)	Difference 12/25/2021 and 9/18/2021 (B-C)	Difference 12/25/2021 and Appropriated (B-A)
MDHHS - HUMAN SERVICES					
Regular	11,449.3	10,287.1	10,196.2	90.9	-1,162.2
Overtime	0.0	113.8	123.7	-9.9	113.8
Total	11,449.3	10,400.9	10,319.9	81.0	-1,048.4
MILITARY & VETERAN AFFAIRS					
Regular	1,054.5	785.9	771.2	14.7	-268.6
Overtime	0.0	29.7	27.9	1.8	29.7
Total	1,054.5	815.5	799.1	16.5	-239.0
NATURAL RESOURCES					
Regular	2,354.9	1,577.4	2,324.1	-746.7	-777.5
Overtime	0.0	9.0	97.6	-88.6	9.0
Total	2,354.9	1,586.4	2,421.7	-835.3	-768.5
STATE					
Regular	1,586.0	1,308.2	1,288.6	19.6	-277.8
Overtime	0.0	1.3	67.2	-65.9	1.3
Total	1,586.0	1,309.5	1,355.8	-46.3	-276.5
STATE POLICE					
Regular	3,692.0	2,934.0	2,937.4	-3.4	-758.0
Overtime	0.0	271.8	423.5	-151.7	271.8
Total	3,692.0	3,205.8	3,360.8	-155.1	-486.2
TECH, MGMT AND BUDGET					
Regular	2,682.0	2,804.3	2,778.0	26.3	122.3
Overtime	0.0	21.3	19.3	2.0	21.3
Total	2,682.0	2,825.6	2,797.3	28.3	143.6
TRANSPORTATION					
Regular	2,936.3	2,689.5	2,588.9	100.5	-246.8
Overtime	0.0	67.8	142.6	-74.8	67.8
Total	2,936.3	2,757.3	2,731.6	25.7	-179.0

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2022 Appropriated (A)	FTE Positions 12/25/2021 (B)	FTE Positions 9/18/2021 (C)	Difference 12/25/2021 and 9/18/2021 (B-C)	Difference 12/25/2021 and Appropriated (B-A)
TREASURY					
Regular	1,924.5	1,586.0	1,585.3	0.6	-338.5
Overtime	0.0	10.0	10.6	-0.6	10.0
Total	1,924.5	1,596.0	1,596.0	0.0	-328.5
STATEWIDE TOTALS					
Total Regular	53,836.0	46,721.2	47,129.7	-408.5	-7,114.8
Total Overtime	0.0	2,391.8	2,505.8	-114.0	2,391.8
Grand Total	53,836.0	49,112.9	49,635.4	-522.5	-4,723.1

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-3

NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT PAY END DATES

Department	September 18, 2021		December 25, 2021	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	472.0	1.0 %	476.0	1.0 %
ATTORNEY GENERAL	526.0	1.1 %	535.0	1.1 %
AUDITOR GENERAL	152.0	0.3 %	151.0	0.3 %
CIVIL RIGHTS	84.0	0.2 %	81.0	0.2 %
CIVIL SERVICE COMMISSION	430.0	0.9 %	435.0	0.9 %
CORRECTIONS	10,797.5	22.6 %	10,644.5	22.7 %
EDUCATION	503.0	1.1 %	508.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,281.0	2.7 %	1,287.0	2.7 %
EXECUTIVE OFFICE	74.0	0.2 %	68.0	0.1 %
INSURANCE AND FINANCIAL SERV	319.0	0.7 %	329.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,658.0	5.6 %	2,695.0	5.7 %
LICENSING & REGULATORY AFFAIRS	1,572.0	3.3 %	1,558.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,683.0	7.7 %	3,743.0	8.0 %
MDHHS-HUMAN SERVICES	10,323.5	21.6 %	10,392.5	22.2 %
MILITARY & VETERAN AFFAIRS	779.5	1.6 %	786.5	1.7 %
NATURAL RESOURCES	2,701.0	5.7 %	1,699.0	3.6 %
STATE	1,300.0	2.7 %	1,327.0	2.8 %
STATE POLICE	2,996.0	6.3 %	2,978.0	6.4 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,819.0	5.9 %	2,831.0	6.0 %
TRANSPORTATION	2,665.5	5.6 %	2,750.5	5.9 %
TREASURY	1,613.0	3.4 %	1,607.0	3.4 %
TOTAL:	47,749.0	100.0 %	46,882.0	100.0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share is halved.

Statewide, the number of classified employees decreased by 867 from September 18, 2021 to December 25, 2021.

Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES
BY DEPARTMENT

Pay End Date: December 25, 2021

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	7	461.6
ATTORNEY GENERAL	7	527.4
AUDITOR GENERAL	7	149.3
CIVIL RIGHTS	7	81.4
CIVIL SERVICE COMMISSION	7	426.7
CORRECTIONS	7	10,713.1
EDUCATION	7	495.6
ENVIRONMENT, GREAT LAKES & ENERGY	7	1,271.1
EXECUTIVE OFFICE	7	68.7
INSURANCE AND FINANCIAL SERV	7	323.7
LABOR & ECONOMIC OPPORTUNITY	7	2,676.6
LICENSING & REGULATORY AFFAIRS	7	1,546.9
MDHHS-COMMUNITY HEALTH	7	3,701.9
MDHHS-HUMAN SERVICES	7	10,366.8
MILITARY & VETERAN AFFAIRS	7	784.6
NATURAL RESOURCES	7	1,680.1
STATE	7	1,316.3
STATE POLICE	7	2,972.1
TECHNOLOGY, MANAGEMENT & BUDGET	7	2,809.7
TRANSPORTATION	7	2,588.9
TREASURY	7	1,576.3
	Sum:	46,538.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 80.2 percent of all noncareer appointments. For this report, the number of employees who job share are halved. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN

Table 2-1

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: December 25, 2021

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	476	1.0 %	45.3	\$35.33	302	63.4 %
ATTORNEY GENERAL	535	1.1 %	47.3	\$46.52	304	56.8 %
AUDITOR GENERAL	151	0.3 %	40.7	\$43.93	97	64.2 %
CIVIL RIGHTS	81	0.2 %	47.9	\$36.72	64	79.0 %
CIVIL SERVICE COMMISSION	435	0.9 %	44.7	\$36.13	297	68.3 %
CORRECTIONS	10,645	22.7 %	44.3	\$29.89	7,177	67.4 %
EDUCATION	508	1.1 %	50.0	\$39.97	334	65.7 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,287	2.7 %	45.3	\$36.75	812	63.1 %
EXECUTIVE OFFICE	68	0.1 %	35.6	\$37.39	6	8.8 %
INSURANCE AND FINANCIAL SERV	329	0.7 %	43.3	\$39.41	205	62.3 %
LABOR & ECONOMIC OPPORTUNITY	2,695	5.7 %	47.8	\$32.64	1,522	56.5 %
LICENSING & REGULATORY AFFAIRS	1,558	3.3 %	47.0	\$37.24	1,025	65.8 %
MDHHS - COMMUNITY HEALTH	3,743	8.0 %	46.1	\$33.60	2,074	55.4 %
MDHHS - HUMAN SERVICES	10,397	22.2 %	44.4	\$30.47	6,804	65.4 %
MILITARY & VETERAN AFFAIRS	787	1.7 %	47.3	\$29.11	409	52.0 %
NATURAL RESOURCES	1,699	3.6 %	44.6	\$31.43	1,158	68.2 %
STATE	1,327	2.8 %	44.6	\$28.07	763	57.5 %
STATE POLICE	2,978	6.4 %	40.2	\$34.64	1,956	65.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,831	6.0 %	47.9	\$38.84	1,973	69.7 %
TRANSPORTATION	2,751	5.9 %	46.9	\$33.66	1,802	65.5 %
TREASURY	1,607	3.4 %	46.8	\$35.72	1,083	67.4 %
STATEWIDE TOTALS:	46,888	100.0 %	45.1	\$32.71	30,167	64.3 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: December 25, 2021

Department	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	460	180	39 %	226	49 %	4	1 %	0	0 %	433	94 %	1	0 %
ATTORNEY GENERAL	535	200	37 %	265	50 %	5	1 %	0	0 %	491	92 %	3	1 %
AUDITOR GENERAL	148	54	36 %	78	53 %	4	3 %	0	0 %	140	95 %	0	0 %
CIVIL RIGHTS	81	30	37 %	43	53 %	2	2 %	0	0 %	78	96 %	0	0 %
CIVIL SERVICE COMMISSION	429	79	18 %	289	67 %	2	0 %	0	0 %	393	92 %	0	0 %
CORRECTIONS	10,626	5,393	51 %	4,231	40 %	31	0 %	0	0 %	9,930	93 %	29	0 %
EDUCATION	498	187	38 %	235	47 %	4	1 %	0	0 %	453	91 %	4	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,269	430	34 %	665	52 %	8	1 %	0	0 %	1,160	91 %	10	1 %
EXECUTIVE OFFICE	66	36	55 %	15	23 %	0	0 %	0	0 %	52	79 %	1	2 %
INSURANCE AND FINANCIAL SERV	327	99	30 %	189	58 %	3	1 %	0	0 %	305	93 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,682	1,023	38 %	1,318	49 %	22	1 %	0	0 %	2,467	92 %	12	0 %
LICENSING & REGULATORY AFFAIRS	1,545	553	36 %	821	53 %	2	0 %	0	0 %	1,440	93 %	7	0 %
MDHHS - COMMUNITY HEALTH	3,730	1,517	41 %	1,793	48 %	13	0 %	0	0 %	3,452	93 %	18	0 %
MDHHS - HUMAN SERVICES	10,392	3,944	38 %	5,437	52 %	35	0 %	0	0 %	9,749	94 %	21	0 %
MILITARY & VETERAN AFFAIRS	773	328	42 %	300	39 %	8	1 %	0	0 %	692	90 %	1	0 %
NATURAL RESOURCES	1,538	809	53 %	557	36 %	16	1 %	0	0 %	1,433	93 %	8	1 %
STATE	1,327	528	40 %	639	48 %	9	1 %	0	0 %	1,222	92 %	2	0 %
STATE POLICE	2,964	942	32 %	765	26 %	18	1 %	987	33 %	2,798	94 %	9	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,800	848	30 %	1,626	58 %	16	1 %	0	0 %	2,576	92 %	7	0 %
TRANSPORTATION	2,672	1,038	39 %	1,260	47 %	21	1 %	0	0 %	2,424	91 %	7	0 %
TREASURY	1,572	467	30 %	928	59 %	14	1 %	0	0 %	1,474	94 %	5	0 %
STATEWIDE TOTALS:	46,434	18,685	40 %	21,680	47 %	237	1 %	987	2 %	43,162	93 %	147	0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: December 25, 2021

		Vision Insurance				Disability Insurance				Life Insurance			
	Total Employees Enrolled	State Sponsored Vision						Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	460	434	94 %	371	81 %	0	0 %	439	95 %	20	4 %	0	0 %
ATTORNEY GENERAL	535	497	93 %	374	70 %	0	0 %	507	95 %	28	5 %	0	0 %
AUDITOR GENERAL	148	142	96 %	121	82 %	0	0 %	127	86 %	19	13 %	0	0 %
CIVIL RIGHTS	81	78	96 %	65	80 %	0	0 %	79	98 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	429	397	93 %	398	93 %	0	0 %	417	97 %	12	3 %	0	0 %
CORRECTIONS	10,626	9,990	94 %	9,478	89 %	0	0 %	10,165	96 %	401	4 %	0	0 %
EDUCATION	498	463	93 %	356	71 %	0	0 %	471	95 %	27	5 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,269	1,177	93 %	976	77 %	0	0 %	1,177	93 %	90	7 %	0	0 %
EXECUTIVE OFFICE	66	54	82 %	23	35 %	0	0 %	60	91 %	6	9 %	0	0 %
INSURANCE AND FINANCIAL SERV	327	311	95 %	247	76 %	0	0 %	310	95 %	16	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,682	2,497	93 %	1,991	74 %	0	0 %	2,521	94 %	157	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,545	1,448	94 %	1,260	82 %	0	0 %	1,462	95 %	75	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,730	3,477	93 %	3,048	82 %	0	0 %	3,532	95 %	187	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,392	9,791	94 %	8,770	84 %	0	0 %	9,891	95 %	480	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	773	696	90 %	525	68 %	0	0 %	738	95 %	24	3 %	0	0 %
NATURAL RESOURCES	1,538	1,450	94 %	1,257	82 %	0	0 %	1,457	95 %	78	5 %	0	0 %
STATE	1,327	1,235	93 %	992	75 %	0	0 %	1,250	94 %	73	6 %	0	0 %
STATE POLICE	2,964	2,828	95 %	2,688	91 %	1,329	45 %	2,832	96 %	111	4 %	1,056	36 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,800	2,592	93 %	2,125	76 %	19	1 %	2,646	95 %	138	5 %	14	1 %
TRANSPORTATION	2,672	2,461	92 %	2,230	83 %	0	0 %	2,522	94 %	143	5 %	0	0 %
TREASURY	1,572	1,490	95 %	1,264	80 %	0	0 %	1,483	94 %	86	5 %	0	0 %
STATEWIDE TOTALS:	46,434	43,508	94 %	38,559	83 %	1,348	3 %	44,086	95 %	2,173	5 %	1,070	2 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

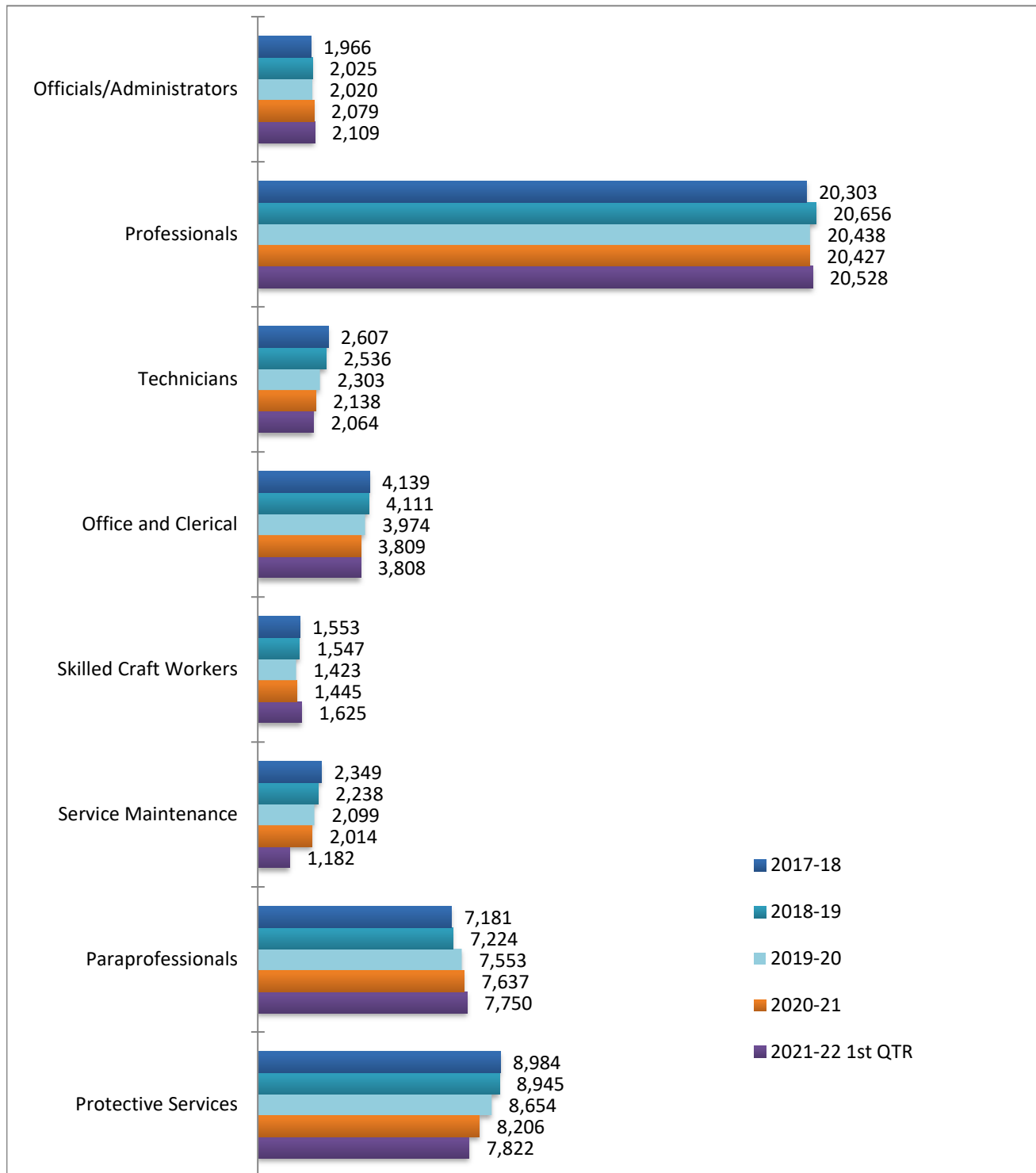
Pay End Date: December 25, 2021

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMT	0	18	49	55	52	66	56	48	67	38	18	9	476
ATTORNEY GENERAL	0	3	27	66	67	65	65	87	82	46	19	8	535
AUDITOR GENERAL	0	10	30	19	18	12	19	19	19	3	2	0	151
CIVIL RIGHTS	0	0	1	10	12	11	8	17	11	7	1	3	81
CIVIL SERVICE COMMISSION	2	18	32	50	51	55	72	58	65	28	4	0	435
CORRECTIONS	26	393	858	1,268	1,242	1,341	1,776	1,915	1,085	550	159	32	10,645
EDUCATION	0	9	12	26	46	66	88	90	67	61	28	15	508
ENVIRONMENT, GREAT LAKES & ENERGY	1	39	146	162	115	173	143	166	160	117	55	10	1,287
EXECUTIVE OFFICE	0	10	15	11	14	4	5	7	0	1	1	0	68
INSURANCE AND FINANCIAL SERV	0	13	33	37	53	49	48	40	29	21	4	2	329
LABOR & ECONOMIC OPPORTUNITY	1	37	132	249	312	355	395	421	381	275	92	45	2,695
LICENSING & REGULATORY AFFAIRS	4	30	95	143	203	223	206	216	192	156	61	29	1,558
MDHHS - COMMUNITY HEALTH	7	66	286	449	472	447	512	518	469	336	137	44	3,743
MDHHS - HUMAN SERVICES	0	192	873	1,215	1,602	1,658	1,554	1,407	1,015	603	204	74	10,397
MILITARY & VETERAN AFFAIRS	2	11	41	66	107	95	108	127	128	73	26	3	787
NATURAL RESOURCES	6	69	168	201	191	233	235	238	159	120	50	29	1,699
STATE	0	33	138	180	158	168	141	201	170	106	26	6	1,327
STATE POLICE	1	128	528	560	335	317	415	400	198	72	21	3	2,978
TECHNOLOGY, MANAGEMENT & BUDGET	4	44	144	245	295	381	411	442	416	311	116	22	2,831
TRANSPORTATION	6	96	176	216	270	408	379	434	413	255	75	23	2,751
TREASURY	8	39	86	162	200	222	212	206	235	166	57	14	1,607
Statewide Total:	68	1,258	3,870	5,390	5,815	6,349	6,848	7,057	5,361	3,345	1,156	371	46,888
Average Age:	19.3	23.3	27.7	32.5	37.5	42.6	47.5	52.3	57.4	62.1	66.9	72.9	45.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2017-18 through 2021-22 1st QTR



2021-22 1st QTR Total: 46,888

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: December 25, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	0	7
ALGER	250	3	253
ALLEGAN	256	17	273
ALPENA	161	32	193
ANTRIM	50	2	52
ARENAC	30	2	32
BARAGA	308	9	317
BARRY	145	42	187
BAY	366	28	394
BENZIE	43	2	45
BERRIEN	334	21	355
BRANCH	344	2	346
CALHOUN	392	13	405
CASS	95	15	110
CHARLEVOIX	33	8	41
CHEBOYGAN	69	10	79
CHIPPEWA	818	38	856
CLARE	76	7	83
CLINTON	637	47	684
CRAWFORD	195	42	237
DELTA	186	30	216
DICKINSON	69	1	70
EATON	3,545	191	3,736
EMMET	100	7	107
GENESEE	926	105	1,031
GLADWIN	49	7	56
GOGEBIC	60	3	63
GRAND TRAVERSE	294	12	306
GRATIOT	820	8	828
HILLSDALE	82	3	85
HOUGHTON	89	14	103
HURON	50	4	54
INGHAM	8,700	760	9,460
IONIA	1,460	15	1,475
IOSCO	56	6	62
IRON	49	1	50
ISABELLA	191	17	208
JACKSON	1,952	53	2,005
KALAMAZOO	1,145	61	1,206
KALKASKA	65	2	67
KENT	1,563	85	1,648
KEWEENAW	4	0	4
LAKE	38	1	39
LAPEER	452	13	465
LEELANAU	18	2	20

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: December 25, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	564	17	581
LIVINGSTON	650	32	682
LUCE	235	7	242
MACKINAC	112	41	153
MACOMB	1,551	74	1,625
MANISTEE	328	8	336
MARQUETTE	793	27	820
MASON	61	3	64
MECOSTA	91	4	95
MENOMINEE	33	4	37
MIDLAND	115	7	122
MISSAUKEE	77	3	80
MONROE	209	8	217
MONTCALM	561	5	566
MONTMORENCY	57	8	65
MUSKEGON	833	22	855
NEWAYGO	80	4	84
OAKLAND	1,368	157	1,525
OCEANA	100	2	102
OGEMAW	102	9	111
ONTONAGON	25	0	25
OSCEOLA	39	5	44
OSCODA	26	1	27
OTSEGO	318	14	332
OTTAWA	263	23	286
OUT OF STATE	28	4	32
PRESQUE ISLE	25	1	26
ROSCOMMON	132	15	147
SAGINAW	894	62	956
SANILAC	97	13	110
SCHOOLCRAFT	42	2	44
SHIAWASSEE	72	4	76
ST CLAIR	230	20	250
ST JOSEPH	219	10	229
TUSCOLA	477	66	543
VAN BUREN	264	17	281
WASHTENAW	1,341	41	1,382
WAYNE	4,986	244	5,230
WEXFORD	175	18	193
Grand Total:	44,145	2,743	46,888

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Employees working 100% remotely are included in totals for the county of their remote work location. Prior to the final quarter of FY 2020-21, remote workers were counted under a separate category named WORK AT HOME – MI.

Source: Michigan Civil Service Commission HWF55

SECTION THREE

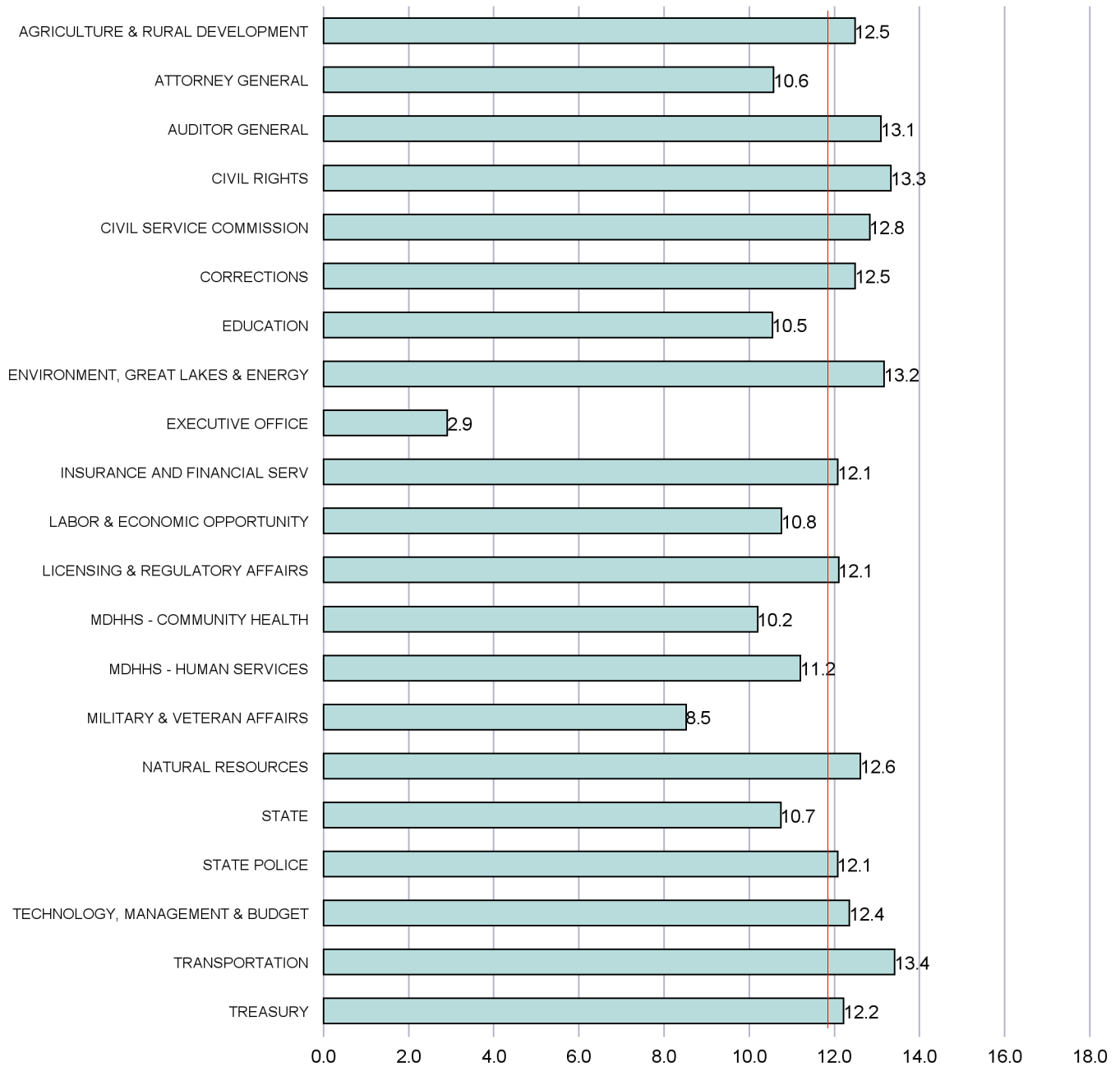
EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 25, 2021

Statewide
Average
11.8



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																		
00 - 05 YEARS	65	97	3	3	0	1	2	0	1	0	0	0	0	2	71	103	0	0
06 -10 YEARS	35	42	1	4	0	0	0	3	0	2	0	0	0	0	36	51	0	0
11 -15 YEARS	22	18	2	0	0	1	1	0	0	0	0	0	0	0	25	19	0	0
16 - 20 YEARS	19	29	0	3	0	0	0	0	0	0	0	0	0	0	19	32	0	0
21 - 25 YEARS	28	19	0	1	1	0	0	1	0	1	0	0	0	0	29	22	0	1
26 - 30 YEARS	19	11	1	0	0	0	1	0	0	0	0	0	0	0	21	11	0	0
31 - 35 YEARS	15	13	0	2	0	0	0	0	0	0	0	0	0	0	15	15	1	2
36 - 40 YEARS	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	1
DEPARTMENT TOTAL	205	232	7	14	1	2	4	4	2	3	0	0	0	2	219	257	1	4
MORE THAN 10 YEARS	105	93	3	7	1	1	2	1	1	1	0	0	0	0	112	103	1	4
AVERAGE YEARS	13.7	11.4	9.7	15.3	22.0	6.5	12.5	11.5	22.0	12.7	0.0	0.0	0.0	2.5	13.7	11.5	31.0	32.8

DEPARTMENT AVERAGE YEARS **12.5**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	77	114	10	20	0	0	1	3	0	1	0	0	1	3	89	141	0	0
06 -10 YEARS	31	43	2	10	0	0	0	1	2	0	0	0	0	0	35	54	0	0
11 -15 YEARS	26	29	1	3	0	0	0	0	0	0	0	0	0	0	27	32	1	0
16 - 20 YEARS	26	37	5	5	0	0	0	1	0	0	0	0	0	0	31	43	0	0
21 - 25 YEARS	11	21	0	5	0	0	0	0	0	2	0	0	0	0	11	28	0	0
26 - 30 YEARS	10	8	1	0	0	0	0	0	0	0	0	0	0	0	11	8	0	0
31 - 35 YEARS	6	5	0	2	0	0	0	1	0	0	0	0	0	0	6	8	0	0
36 - 40 YEARS	4	1	0	1	0	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	2	2	0	0	0	0	1	0	0	0	0	0	0	0	3	2	0	0
DEPARTMENT TOTAL	193	260	19	46	0	0	2	6	2	3	0	0	1	3	217	318	1	0
MORE THAN 10 YEARS	85	103	7	16	0	0	1	2	0	2	0	0	0	0	93	123	1	0
AVERAGE YEARS	11.5	10.2	8.4	9.7	0.0	0.0	21.0	10.5	8.5	15.3	0.0	0.0	0.0	2.7	11.3	10.1	14.0	0.0
DEPARTMENT AVERAGE YEARS	10.6																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																		
00 - 05 YEARS	23	25	1	0	0	0	1	1	0	0	0	0	0	0	25	26	0	0
06 -10 YEARS	21	16	0	0	0	0	1	1	0	0	0	0	0	0	22	17	0	0
11 -15 YEARS	2	4	0	0	0	0	0	0	0	0	0	0	0	0	2	4	0	0
16 - 20 YEARS	1	6	0	0	0	0	0	0	0	0	0	0	0	0	1	6	0	0
21 - 25 YEARS	11	9	1	0	0	0	0	0	0	1	0	0	0	0	12	10	0	0
26 - 30 YEARS	4	7	0	1	0	0	0	0	0	0	0	0	0	0	4	8	0	0
31 - 35 YEARS	4	5	1	0	0	0	0	0	0	0	0	0	0	0	5	5	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	70	72	3	1	0	0	2	2	0	1	0	0	0	0	75	76	0	0
MORE THAN 10 YEARS	26	31	2	1	0	0	0	0	0	1	0	0	0	0	28	33	0	0
AVERAGE YEARS	13.3	12.8	20.7	26.0	0.0	0.0	5.0	4.0	0.0	21.0	0.0	0.0	0.0	0.0	13.4	12.9	0.0	0.0

DEPARTMENT AVERAGE YEARS **13.1**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	0	2	1	7	0	1	1	2	0	0	0	0	0	0	2	12	0	0
06 -10 YEARS	1	5	3	8	0	0	1	0	0	0	0	0	0	0	5	13	0	0
11 -15 YEARS	0	6	4	10	0	0	0	2	0	1	0	0	0	0	4	19	0	0
16 - 20 YEARS	1	1	1	6	0	0	0	1	0	0	0	0	0	0	2	8	0	0
21 - 25 YEARS	3	0	0	6	0	0	0	0	0	0	0	0	0	0	3	6	0	0
26 - 30 YEARS	2	1	0	0	0	0	0	1	0	0	0	0	0	0	2	2	0	0
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	7	16	9	39	0	1	2	6	0	1	0	0	0	0	18	63	0	0
MORE THAN 10 YEARS	6	9	5	24	0	0	0	4	0	1	0	0	0	0	11	38	0	0
AVERAGE YEARS	21.0	12.3	10.3	13.7	0.0	4.0	6.5	12.8	0.0	13.0	0.0	0.0	0.0	0.0	14.1	13.1	0.0	0.0

DEPARTMENT AVERAGE YEARS **13.3**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	16	86	4	11	0	1	1	5	1	1	0	0	3	5	25	109	0	1
06 -10 YEARS	13	58	3	7	0	1	0	2	0	1	0	0	0	1	16	70	0	0
11 -15 YEARS	12	35	2	6	0	0	0	2	0	1	0	0	0	0	14	44	1	0
16 - 20 YEARS	6	33	2	3	0	0	0	1	0	0	0	0	0	0	8	37	0	0
21 - 25 YEARS	3	41	1	6	0	1	1	0	0	2	0	0	0	0	5	50	0	0
26 - 30 YEARS	4	13	1	6	0	0	0	0	0	0	0	0	0	0	5	19	0	0
31 - 35 YEARS	1	14	0	7	0	1	0	4	0	0	0	0	0	0	1	26	0	0
36 - 40 YEARS	0	3	0	1	0	0	0	1	0	0	0	0	0	0	0	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	55	283	13	47	0	5	2	15	1	5	0	0	3	6	74	361	1	1
MORE THAN 10 YEARS	26	139	6	29	0	3	1	8	0	3	0	0	0	0	33	182	1	0
AVERAGE YEARS	11.1	12.6	11.2	16.7	0.0	21.8	10.5	15.7	0.0	13.4	0.0	0.0	4.0	2.3	10.7	13.3	13.0	4.0
DEPARTMENT AVERAGE YEARS																	12.8	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	1,642	951	297	295	52	16	63	32	12	6	2	1	35	24	2,103	1,325	2	0
06 -10 YEARS	1,102	474	165	118	32	10	44	21	13	5	0	0	0	0	1,356	628	0	0
11 -15 YEARS	542	337	129	144	22	6	26	17	5	1	0	0	0	0	724	505	0	0
16 - 20 YEARS	444	257	63	107	13	4	9	11	3	3	0	0	0	1	532	383	1	1
21 - 25 YEARS	1,309	375	146	153	31	10	36	20	7	3	0	0	0	0	1,529	561	1	0
26 - 30 YEARS	424	167	41	67	3	5	12	11	3	0	0	0	0	0	483	250	2	5
31 - 35 YEARS	94	60	15	26	3	2	2	2	0	0	0	0	1	0	115	90	1	2
36 - 40 YEARS	17	11	7	10	0	0	0	0	0	0	0	0	0	0	24	21	2	1
MORE THAN 40 YEARS	5	5	1	5	0	0	0	0	0	0	0	0	0	0	6	10	1	0
DEPARTMENT TOTAL	5,579	2,637	864	925	156	53	192	114	43	18	2	1	36	25	6,872	3,773	10	9
MORE THAN 10 YEARS	2,835	1,212	402	512	72	27	85	61	18	7	0	0	1	1	3,413	1,820	8	9
AVERAGE YEARS	13.1	11.6	11.7	13.1	11.5	13.3	11.5	12.9	11.0	10.1	1.5	3.0	2.4	2.4	12.8	12.0	26.4	29.2
DEPARTMENT AVERAGE YEARS	12.5																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																		
00 - 05 YEARS	32	108	1	10	0	1	2	5	1	4	0	0	0	2	36	130	0	0
06 -10 YEARS	31	66	3	16	1	0	1	3	1	1	0	0	0	0	37	86	0	0
11 -15 YEARS	22	58	1	10	0	0	0	1	1	1	0	0	0	0	24	70	0	1
16 - 20 YEARS	19	37	3	2	0	0	0	0	0	0	0	0	0	0	22	39	0	0
21 - 25 YEARS	9	27	1	3	0	0	1	2	0	0	0	0	0	0	11	32	0	0
26 - 30 YEARS	2	4	1	1	0	0	0	0	0	0	0	0	0	0	3	5	1	0
31 - 35 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
36 - 40 YEARS	1	3	0	0	0	0	0	0	0	1	0	0	0	0	1	4	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	118	307	10	43	1	1	4	12	3	7	0	0	0	2	136	372	1	1
MORE THAN 10 YEARS	55	133	6	17	0	0	1	4	1	2	0	0	0	0	63	156	1	1
AVERAGE YEARS	11.2	10.4	14.1	10.4	10.0	1.0	8.8	11.7	7.3	9.4	0.0	0.0	0.0	1.0	11.2	10.3	27.0	12.0

DEPARTMENT AVERAGE YEARS **10.6**

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENT, GREAT LAKES & ENERGY																		
00 - 05 YEARS	202	231	3	10	1	2	3	3	8	4	0	0	1	7	218	257	0	0
06 -10 YEARS	91	102	0	3	0	0	1	1	1	5	0	0	0	0	93	111	0	0
11 -15 YEARS	32	43	3	1	0	0	0	0	0	0	0	0	0	0	35	44	0	0
16 - 20 YEARS	73	73	3	1	0	1	1	3	1	0	0	0	0	0	78	78	0	0
21 - 25 YEARS	77	66	1	2	0	0	1	1	1	2	0	0	0	0	80	71	0	0
26 - 30 YEARS	54	33	1	2	0	0	1	1	7	5	0	0	0	0	63	41	0	1
31 - 35 YEARS	44	33	2	1	0	0	2	1	0	0	0	0	0	0	48	35	2	0
36 - 40 YEARS	10	3	3	1	0	0	0	0	0	0	0	0	0	0	13	4	0	0
MORE THAN 40 YEARS	7	7	1	2	1	0	0	0	0	0	0	0	0	0	9	9	2	1
DEPARTMENT TOTAL	590	591	17	23	2	3	9	10	18	16	0	0	1	7	637	650	4	2
MORE THAN 10 YEARS	297	258	14	10	1	1	5	6	9	7	0	0	0	0	326	282	4	2
AVERAGE YEARS	13.9	12.0	22.0	14.7	23.0	8.3	16.7	15.0	15.1	14.4	0.0	0.0	5.0	1.7	14.2	12.1	38.3	36.0

DEPARTMENT AVERAGE YEARS **13.2**

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	16	28	2	3	0	0	1	5	2	1	0	0	1	1	22	38	0	0
06 -10 YEARS	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0	5	0	0
11 -15 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	16	34	2	5	0	0	1	5	2	1	0	0	1	1	22	46	0	0
MORE THAN 10 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
AVERAGE YEARS	2.2	3.6	2.0	5.2	0.0	0.0	1.0	2.0	2.0	1.0	0.0	0.0	0.0	1.0	2.0	3.5	0.0	0.0
DEPARTMENT AVERAGE YEARS	3.0																	

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	59	47	2	7	0	0	1	1	0	0	0	0	1	1	63	56	0	0
06 -10 YEARS	16	21	2	4	0	1	3	0	0	1	0	0	0	0	21	27	0	0
11 -15 YEARS	16	31	0	6	0	0	0	1	0	2	0	0	0	0	16	40	0	0
16 - 20 YEARS	12	21	3	2	0	0	1	0	1	0	0	0	0	0	17	23	0	0
21 - 25 YEARS	10	17	0	2	0	0	0	1	0	0	0	0	0	0	10	20	0	0
26 - 30 YEARS	6	6	0	0	0	0	0	1	0	0	0	0	0	0	6	7	0	1
31 - 35 YEARS	4	8	2	0	0	0	0	1	0	0	0	0	0	0	6	9	0	1
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	0
DEPARTMENT TOTAL	127	155	9	21	0	1	5	5	1	3	0	0	1	1	143	186	0	2
MORE THAN 10 YEARS	52	87	5	10	0	0	1	4	1	2	0	0	0	0	59	103	0	2
AVERAGE YEARS	10.7	13.2	15.9	10.5	0.0	10.0	9.6	19.2	19.0	12.0	0.0	0.0	2.0	1.0	11.0	13.0	0.0	30.0
DEPARTMENT AVERAGE YEARS	12.1																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	219	461	52	323	0	3	11	40	6	19	1	1	8	31	297	878	1	1
06 -10 YEARS	84	144	13	65	3	0	1	6	1	3	0	0	0	0	102	218	1	1
11 -15 YEARS	87	158	26	80	0	2	10	8	2	1	0	0	0	0	125	249	2	2
16 - 20 YEARS	70	150	22	133	2	0	8	5	2	2	0	0	0	0	104	290	2	0
21 - 25 YEARS	52	72	9	45	1	2	3	4	1	4	0	0	0	0	66	127	2	1
26 - 30 YEARS	16	43	4	23	0	1	1	2	1	2	0	0	0	0	22	71	0	3
31 - 35 YEARS	18	24	9	21	1	0	3	2	1	1	0	0	0	0	32	48	2	4
36 - 40 YEARS	6	11	2	8	0	0	3	2	0	1	0	0	0	0	11	22	0	1
MORE THAN 40 YEARS	3	16	1	12	0	0	0	1	0	0	0	0	0	0	4	29	1	0
DEPARTMENT TOTAL	555	1,079	138	710	7	8	40	70	14	33	1	1	8	31	763	1,932	11	13
MORE THAN 10 YEARS	252	474	73	322	4	5	28	24	7	11	0	0	0	0	364	836	9	11
AVERAGE YEARS	11.0	10.7	12.4	10.8	16.7	13.1	15.2	9.2	11.3	9.6	5.0	1.0	1.4	1.5	11.4	10.5	21.1	24.0

DEPARTMENT AVERAGE YEARS **10.8**

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	180	232	14	36	0	0	4	9	2	5	0	1	2	10	202	293	0	0
06 -10 YEARS	120	148	7	19	3	2	5	5	0	4	0	0	0	0	135	178	0	0
11 -15 YEARS	85	134	6	30	0	0	1	5	3	3	0	0	0	0	95	172	0	0
16 - 20 YEARS	46	93	6	23	0	1	1	3	2	1	0	0	0	0	55	121	0	0
21 - 25 YEARS	40	69	3	25	0	1	0	2	0	2	0	0	0	0	43	99	0	0
26 - 30 YEARS	29	39	1	3	0	1	1	2	0	1	0	0	0	0	31	46	1	0
31 - 35 YEARS	8	31	0	13	0	0	0	3	1	2	0	0	0	0	9	49	0	3
36 - 40 YEARS	2	3	2	2	0	0	0	2	0	0	0	0	0	0	4	7	0	0
MORE THAN 40 YEARS	8	10	1	0	0	0	0	0	0	0	0	0	0	0	9	10	0	1
DEPARTMENT TOTAL	518	759	40	151	3	5	12	31	8	18	0	1	2	10	583	975	1	4
MORE THAN 10 YEARS	218	379	19	96	0	3	3	17	6	9	0	0	0	0	246	504	1	4
AVERAGE YEARS	11.2	12.4	12.3	14.4	7.3	16.2	9.1	14.5	14.3	13.6	0.0	1.0	1.0	3.0	11.2	12.7	29.0	35.8

DEPARTMENT AVERAGE YEARS **12.1**

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	338	669	146	338	1	3	10	32	14	24	1	0	8	23	518	1,089	0	1
06 -10 YEARS	152	313	70	118	2	1	8	14	9	21	0	0	1	0	242	467	0	0
11 -15 YEARS	110	226	46	77	0	2	2	10	4	6	0	0	0	0	162	321	0	0
16 - 20 YEARS	90	163	28	58	0	1	5	5	4	7	0	0	0	0	127	234	0	0
21 - 25 YEARS	65	139	19	55	1	1	2	2	3	4	0	0	0	0	90	201	1	1
26 - 30 YEARS	34	45	13	21	1	1	1	2	1	5	0	0	0	0	50	74	2	1
31 - 35 YEARS	18	49	10	13	0	1	1	3	1	1	0	0	0	0	30	67	0	4
36 - 40 YEARS	8	14	4	4	0	0	1	0	1	0	0	0	0	0	14	18	0	1
MORE THAN 40 YEARS	4	21	6	4	0	1	1	1	1	0	0	0	0	0	12	27	0	3
DEPARTMENT TOTAL	819	1,639	342	688	5	11	31	69	38	68	1	0	9	23	1,245	2,498	3	11
MORE THAN 10 YEARS	329	657	126	232	2	7	13	23	15	23	0	0	0	0	485	942	3	10
AVERAGE YEARS	10.4	10.6	10.1	9.1	13.4	16.4	12.8	9.5	11.2	9.9	5.0	0.0	2.9	1.7	10.4	10.1	26.7	31.5

DEPARTMENT AVERAGE YEARS **10.2**

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	379	1,694	134	866	4	18	28	87	11	19	2	3	31	125	589	2,812	1	0
06 -10 YEARS	273	1,093	83	498	2	18	17	50	1	7	0	0	0	0	376	1,666	0	1
11 -15 YEARS	305	1,241	92	664	2	7	18	62	4	12	0	0	0	1	421	1,987	0	1
16 - 20 YEARS	98	423	31	216	0	4	10	32	2	2	0	1	0	0	141	678	0	3
21 - 25 YEARS	118	432	36	332	0	3	7	32	0	7	0	0	0	0	161	806	0	1
26 - 30 YEARS	54	169	22	111	1	3	4	24	1	2	0	0	0	0	82	309	2	6
31 - 35 YEARS	22	87	10	70	0	1	6	11	1	4	0	0	0	0	39	173	3	5
36 - 40 YEARS	9	17	5	24	0	0	1	1	0	1	0	0	0	0	15	43	1	0
MORE THAN 40 YEARS	14	34	5	44	0	0	0	1	0	1	0	0	0	0	19	80	1	2
DEPARTMENT TOTAL	1,272	5,190	418	2,825	9	54	91	300	20	55	2	4	31	126	1,843	8,554	8	19
MORE THAN 10 YEARS	620	2,403	201	1,461	3	18	46	163	8	29	0	1	0	1	878	4,076	7	18
AVERAGE YEARS	11.5	10.8	11.7	12.2	8.6	10.1	12.3	12.7	8.4	12.8	2.0	6.8	2.3	1.4	11.3	11.2	29.5	27.0
DEPARTMENT AVERAGE YEARS	11.2																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	164	182	18	13	0	0	7	4	5	2	0	0	3	3	197	204	0	0
06 -10 YEARS	63	48	3	7	0	0	4	1	1	1	0	0	0	0	71	57	0	0
11 -15 YEARS	62	36	1	3	1	0	0	1	0	3	0	0	0	0	64	43	0	0
16 - 20 YEARS	27	19	1	3	0	0	0	1	0	0	0	0	0	0	28	23	0	0
21 - 25 YEARS	22	23	3	7	0	0	3	0	0	1	0	0	0	0	28	31	0	0
26 - 30 YEARS	12	12	0	0	0	0	1	0	0	0	0	0	0	0	13	12	0	0
31 - 35 YEARS	7	2	0	0	0	0	2	0	0	0	0	0	0	0	9	2	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	361	323	26	33	1	0	17	7	6	7	0	0	3	3	414	373	1	0
MORE THAN 10 YEARS	134	93	5	13	1	0	6	2	0	4	0	0	0	0	146	112	1	0
AVERAGE YEARS	9.3	7.8	6.0	10.0	13.0	0.0	12.2	6.4	2.7	10.3	0.0	0.0	1.7	1.0	9.0	7.9	39.0	0.0
DEPARTMENT AVERAGE YEARS	8.5																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																		
00 - 05 YEARS	285	210	4	11	4	1	4	3	2	2	0	0	2	3	301	230	0	0
06 -10 YEARS	204	103	2	3	1	1	5	0	0	0	0	0	0	0	212	107	0	0
11 -15 YEARS	128	63	1	3	1	0	1	1	0	0	0	0	0	0	131	67	1	0
16 - 20 YEARS	165	58	1	2	1	0	3	0	2	0	0	0	0	0	172	60	0	0
21 - 25 YEARS	166	55	0	1	2	0	1	1	0	1	0	0	1	0	170	58	1	1
26 - 30 YEARS	65	18	1	1	1	1	0	0	0	0	0	0	0	0	67	20	1	0
31 - 35 YEARS	46	19	3	1	1	0	0	4	0	0	0	0	0	0	50	24	1	1
36 - 40 YEARS	10	5	2	0	0	1	0	0	0	0	0	0	0	0	12	6	0	0
MORE THAN 40 YEARS	8	4	0	0	0	0	0	0	0	0	0	0	0	0	8	4	0	0
DEPARTMENT TOTAL	1,077	535	14	22	11	4	14	9	4	3	0	0	3	3	1,123	576	4	2
MORE THAN 10 YEARS	588	222	8	8	6	2	5	6	2	1	0	0	1	0	610	239	4	2
AVERAGE YEARS	13.5	10.8	18.1	9.1	13.1	17.8	9.6	19.8	11.0	11.0	0.0	0.0	9.7	1.7	13.5	10.8	24.3	27.5

DEPARTMENT AVERAGE YEARS **12.6**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	84	288	21	96	0	1	10	19	2	8	0	1	3	6	120	419	0	0
06 -10 YEARS	54	168	10	38	0	2	2	7	0	1	0	0	1	0	67	216	0	0
11 -15 YEARS	29	71	3	16	0	0	1	2	0	1	0	0	1	0	34	90	0	0
16 - 20 YEARS	17	69	4	13	0	1	2	4	0	2	0	0	0	0	23	89	0	0
21 - 25 YEARS	29	86	3	26	0	1	1	6	1	0	0	0	0	0	34	119	1	0
26 - 30 YEARS	4	29	1	7	0	2	0	3	0	2	0	0	0	0	5	43	0	1
31 - 35 YEARS	5	20	1	13	0	0	1	3	2	1	0	0	0	0	9	37	1	2
36 - 40 YEARS	2	4	2	4	0	0	0	1	0	0	0	0	0	0	4	9	0	0
MORE THAN 40 YEARS	1	7	0	1	0	0	0	0	0	0	0	0	0	0	1	8	0	0
DEPARTMENT TOTAL	225	742	45	214	0	7	17	45	5	15	0	1	5	6	297	1,030	2	3
MORE THAN 10 YEARS	87	286	14	80	0	4	5	19	3	6	0	0	1	0	110	395	2	3
AVERAGE YEARS	10.5	10.8	9.6	11.0	0.0	15.7	8.5	12.2	19.0	10.7	0.0	3.0	3.4	1.3	10.2	10.9	27.0	31.0

DEPARTMENT AVERAGE YEARS **10.7**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																		
00 - 05 YEARS	579	277	42	21	9	1	12	5	6	3	0	0	14	1	662	308	0	0
06 -10 YEARS	503	187	29	6	5	1	14	9	5	2	0	0	0	0	556	205	0	0
11 -15 YEARS	117	80	6	4	0	1	4	3	2	1	0	0	0	0	129	89	0	0
16 - 20 YEARS	109	72	2	1	1	0	5	4	0	0	0	0	0	0	117	77	0	1
21 - 25 YEARS	388	77	8	9	2	0	6	1	3	0	0	0	0	0	407	87	0	0
26 - 30 YEARS	209	34	25	0	7	0	6	0	1	0	0	0	0	0	248	34	1	0
31 - 35 YEARS	26	12	4	3	0	0	0	1	0	0	0	0	0	0	30	16	0	1
36 - 40 YEARS	6	2	0	1	0	0	0	0	0	0	0	0	0	0	6	3	1	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	1,937	744	116	45	24	3	47	24	17	6	0	0	14	1	2,155	823	2	2
MORE THAN 10 YEARS	855	280	45	18	10	1	21	10	6	1	0	0	0	0	937	310	2	2
AVERAGE YEARS	12.8	10.5	12.3	11.4	12.9	7.3	12.4	11.8	10.2	6.2	0.0	0.0	2.3	4.0	12.7	10.5	33.0	27.0

DEPARTMENT AVERAGE YEARS **12.1**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																		
00 - 05 YEARS	408	239	22	29	1	1	13	14	35	52	0	0	8	7	487	342	1	0
06 -10 YEARS	425	174	23	21	3	1	13	8	26	43	0	0	1	0	491	247	0	0
11 -15 YEARS	188	95	11	11	0	0	3	4	21	25	0	0	0	0	223	135	0	0
16 - 20 YEARS	134	67	5	6	0	1	1	0	24	14	0	0	0	0	164	88	0	0
21 - 25 YEARS	221	95	12	9	1	0	3	3	10	2	0	0	0	0	247	109	1	0
26 - 30 YEARS	62	44	2	5	0	2	3	1	4	3	0	0	0	0	71	55	0	1
31 - 35 YEARS	38	30	11	9	1	0	3	4	4	2	0	0	0	0	57	45	2	1
36 - 40 YEARS	8	12	2	3	0	0	0	0	2	0	0	0	0	0	12	15	0	0
MORE THAN 40 YEARS	20	16	2	1	0	0	1	2	0	1	0	0	0	0	23	20	1	0
DEPARTMENT TOTAL	1,504	772	90	94	6	5	40	36	126	142	0	0	9	7	1,775	1,056	5	2
MORE THAN 10 YEARS	671	359	45	44	2	3	14	14	65	47	0	0	0	0	797	467	4	2
AVERAGE YEARS	12.3	12.9	14.7	13.6	13.2	16.8	11.9	13.1	12.3	8.9	0.0	0.0	3.1	2.1	12.4	12.4	27.0	31.5
DEPARTMENT AVERAGE YEARS	12.4																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																		
00 - 05 YEARS	591	212	24	23	14	2	17	9	13	17	0	0	6	4	665	267	0	0
06 -10 YEARS	249	101	8	7	4	4	4	5	1	3	0	0	0	0	266	120	0	0
11 -15 YEARS	174	71	6	10	3	0	2	0	3	1	0	0	0	0	188	82	0	0
16 - 20 YEARS	261	103	8	6	4	0	4	0	6	6	0	0	0	0	283	115	1	1
21 - 25 YEARS	227	84	12	8	1	1	4	0	5	7	0	0	0	0	249	100	0	0
26 - 30 YEARS	93	32	7	6	4	2	4	0	1	1	0	0	0	0	109	41	0	1
31 - 35 YEARS	114	42	6	8	2	2	5	2	4	2	0	0	0	0	131	56	6	3
36 - 40 YEARS	24	7	7	5	0	0	1	0	1	0	0	0	0	0	33	12	0	1
MORE THAN 40 YEARS	10	12	5	4	0	0	2	0	1	0	0	0	0	0	18	16	0	2
DEPARTMENT TOTAL	1,743	664	83	77	32	11	43	16	35	37	0	0	6	4	1,942	809	7	8
MORE THAN 10 YEARS	903	351	51	47	14	5	22	2	21	17	0	0	0	0	1,011	422	7	8
AVERAGE YEARS	13.1	13.6	17.8	17.0	11.7	15.3	14.9	7.9	15.7	11.8	0.0	0.0	1.2	0.3	13.3	13.7	30.0	33.9
DEPARTMENT AVERAGE YEARS	13.4																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																		
00 - 05 YEARS	148	225	16	53	2	1	9	12	4	7	0	0	6	10	185	308	0	0
06 -10 YEARS	118	141	15	43	0	0	2	7	4	6	0	0	0	2	139	199	0	0
11 -15 YEARS	67	126	14	22	0	1	0	7	1	2	0	0	1	0	83	158	0	0
16 - 20 YEARS	65	121	7	25	1	2	0	4	4	3	0	0	0	0	77	155	1	0
21 - 25 YEARS	41	65	6	15	0	1	2	3	2	4	0	0	0	0	51	88	0	0
26 - 30 YEARS	21	26	1	8	0	2	0	1	0	0	0	0	0	0	22	37	1	2
31 - 35 YEARS	21	27	7	11	0	0	1	3	1	0	0	0	0	0	30	41	1	2
36 - 40 YEARS	0	7	2	4	0	0	0	0	0	0	0	0	0	0	2	11	0	0
MORE THAN 40 YEARS	3	10	0	4	0	0	2	2	0	0	0	0	0	0	5	16	1	0
DEPARTMENT TOTAL	484	748	68	185	3	7	16	39	16	22	0	0	7	12	594	1,013	4	4
MORE THAN 10 YEARS	218	382	37	89	1	6	5	20	8	9	0	0	1	0	270	506	4	4
AVERAGE YEARS	11.8	12.3	14.0	13.3	8.0	18.9	13.1	13.6	12.8	10.5	0.0	0.0	3.9	3.1	12.0	12.4	31.0	29.8

DEPARTMENT AVERAGE YEARS **12.2**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 25, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	5,507	6,378	817	2,175	88	53	201	291	125	175	6	7	133	268	6,877	9,347	5	3
06 -10 YEARS	3,586	3,451	442	996	56	42	126	144	65	106	0	0	3	3	4,278	4,742	1	2
11 -15 YEARS	2,026	2,863	354	1,101	29	20	69	126	46	61	0	0	2	1	2,526	4,172	5	4
16 - 20 YEARS	1,683	1,832	195	615	22	15	50	75	51	40	0	1	0	1	2,001	2,579	5	6
21 - 25 YEARS	2,830	1,772	261	710	40	21	71	79	33	43	0	0	1	0	3,236	2,625	7	5
26 - 30 YEARS	1,124	742	123	262	17	20	35	49	19	21	0	0	0	0	1,318	1,094	11	22
31 - 35 YEARS	493	484	81	201	8	7	26	45	15	13	0	0	1	0	624	750	20	31
36 - 40 YEARS	114	104	38	69	0	1	6	7	5	3	0	0	0	0	163	184	5	4
MORE THAN 40 YEARS	92	156	22	79	1	2	7	9	2	2	0	0	0	0	124	248	7	10
STATEWIDE TOTAL	17,455	17,782	2,333	6,208	261	181	591	825	361	464	6	8	140	273	21,147	25,741	66	87
MORE THAN 10 YEARS	8,362	7,953	1,074	3,037	117	86	264	390	171	183	0	1	2	2	9,992	11,652	60	82
AVERAGE YEARS	12.5	11.2	12.0	11.9	11.8	13.1	12.2	12.2	12.0	10.5	2.8	4.4	2.6	1.7	12.3	11.3	27.3	28.9
STATEWIDE AVERAGE YEARS	11.8																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2022**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	41	2.6%
Dismissal	85	5.4%
Expired Appointment	84	5.3%
Total Involuntary Separations	210	13.2%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	912	57.5%
Layoff/Leave of Absence Rights Expired	38	2.4%
Waived Rights Leave of Absence	71	4.5%
Settlement	0	0.0%
Total Voluntary Separations	1021	64.3%
<i>RETIREMENT</i>		
Retirement	332	20.9%
Disability Retirement	10	0.6%
Deferred Retirement	14	0.9%
Total Retirements	356	22.4%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,587	100.0%

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 80.2 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF10

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
September 19, 2021 Through December 25, 2021

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	9	2	0	0	11	8	0	0	0	0	8	3
ATTORNEY GENERAL	19	0	0	0	19	12	0	0	0	0	12	7
AUDITOR GENERAL	1	0	0	0	1	2	0	0	0	0	2	-1
CIVIL RIGHTS	1	0	0	0	1	0	0	0	0	0	0	1
CIVIL SERVICE COMMISSION	13	3	0	0	16	9	0	0	0	0	9	7
CORRECTIONS	273	5	0	1	279	401	0	0	0	0	401	-122
EDUCATION	7	1	0	0	8	6	0	0	0	0	6	2
ENVIRONMENT, GREAT LAKES & ENERGY	28	1	0	0	29	22	0	0	0	0	22	7
EXECUTIVE OFFICE	0	0	0	0	0	3	0	0	0	0	3	-3
INSURANCE AND FINANCIAL SERV	13	0	0	0	13	6	0	0	0	0	6	7
LABOR & ECONOMIC OPPORTUNITY	127	4	1	0	132	99	3	0	0	0	102	30
LICENSING AND REGULATORY AFF	8	3	0	0	11	31	0	0	0	0	31	-20
MDHHS - COMMUNITY HEALTH	135	2	0	2	139	96	0	0	0	0	96	43
MDHHS - HUMAN SERVICES	341	0	0	4	345	241	4	0	0	0	245	100
MILITARY & VETERAN AFFAIRS	38	1	0	0	39	36	1	0	0	0	37	2
NATURAL RESOURCES	13	59	3	0	75	735	196	0	0	0	931	-856
STATE	60	0	0	0	60	27	0	0	0	0	27	33
STATE POLICE	19	8	0	0	27	45	0	0	0	0	45	-18
TECHNOLOGY, MANAGEMENT & BUDGET	58	7	0	0	65	53	0	0	0	0	53	12
TRANSPORTATION	174	17	0	0	191	80	12	0	0	0	92	99
TREASURY	25	10	0	0	35	30	0	0	0	0	30	5
STATEWIDE TOTALS:	1,362	123	4	7	1,496	1,942	216	0	0	0	2,158	-662

Comment: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

Disabled. Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes, but only that the employee has requested to be identified as "disabled".

Gender. Each race/ethnic group is further broken down by gender of male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

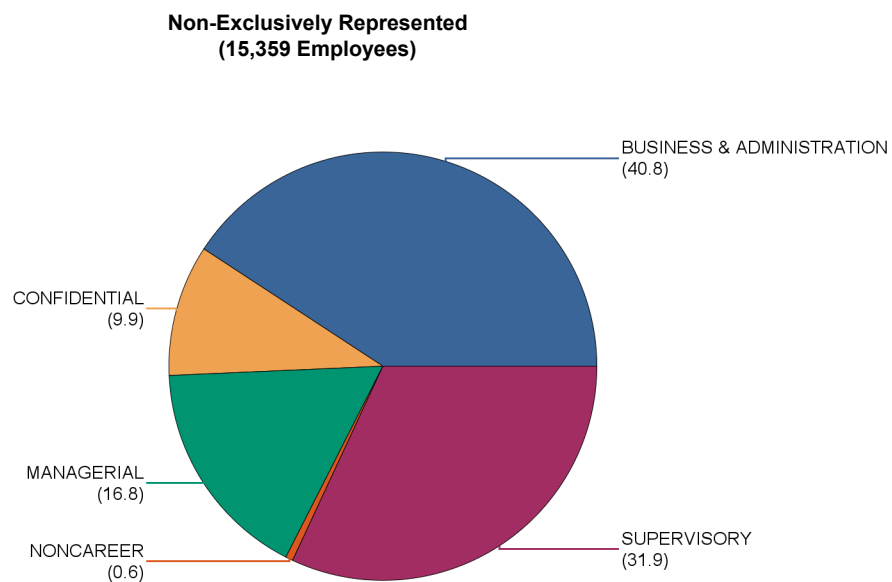
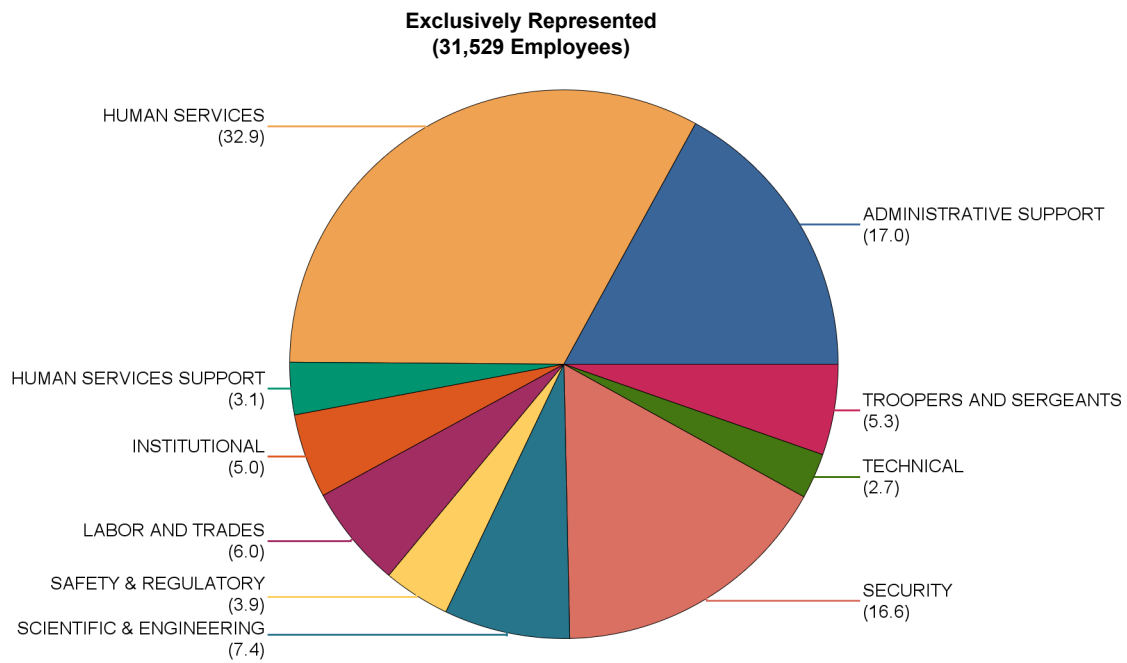
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2021-22



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only.

Of 46,888 classified employees, 67.2 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Table 5-1

ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT

Pay End Date: December 25, 2021

			MSEA			UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
BARGAINING UNIT CODE/NAME			TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02	SAFETY & REGULATORY	1,243	624	50.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
A31	LABOR AND TRADES	1,905	942	49.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
C12	SECURITY	5,243	0	0.0	0	0.0	4,473	85.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
E42	HUMAN SERVICES SUPPORT	973	0	0.0	0	0.0	0	0.0	655	67.3	0	0.0	0	0.0	0	0.0	0	0.0	
H21	SCIENTIFIC & ENGINEERING	2,339	0	0.0	0	0.0	0	0.0	0	0.0	1,457	62.3	0	0.0	0	0.0	0	0.0	
L32	TECHNICAL	846	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	458	54.1	0	0.0	0	0.0	
T01	TROOPERS AND SERGEANTS	1,686	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,626	96.4	0	0.0	
U11	INSTITUTIONAL	1,567	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	895	57.1	
W22	HUMAN SERVICES	10,359	0	0.0	7,505	72.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
W41	ADMINISTRATIVE SUPPORT	5,368	0	0.0	3,140	58.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y23	BUSINESS & ADMINISTRATION	6,264	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y51	SUPERVISORY	4,905	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y52	NONCAREER	85	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y98	MANAGERIAL	2,583	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y99	CONFIDENTIAL	1,522	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
EXCLUSIVELY REPRESENTED TOTAL		31,529	1,566	5.0	10,645	33.8	4,473	14.2	655	2.1	1,457	4.6	458	1.5	1,626	5.2	895	2.8	
NON-EXCLUSIVELY REPRESENTED TOTAL		15,359	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
STATEWIDE TOTAL		46,888	1,566	3.3	10,645	22.7	4,473	9.5	655	1.4	1,457	3.1	458	1.0	1,626	3.5	895	1.9	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

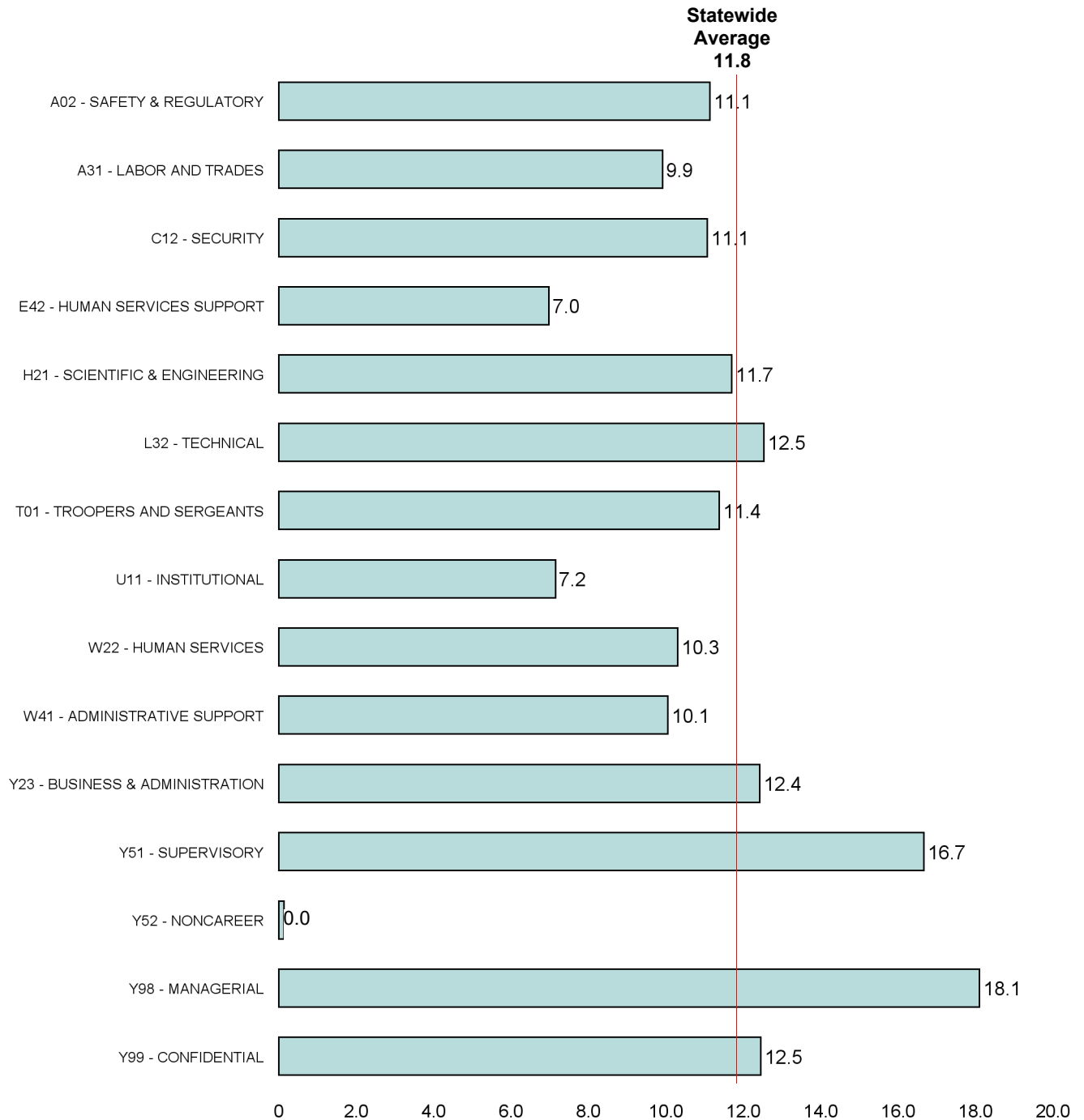
Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Graph 5-2

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: December 25, 2021



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																		
00 - 05 YEARS	262	85	32	14	3	3	10	0	0	2	0	0	3	0	310	104	0	0
06 - 10 YEARS	225	34	13	11	2	3	4	0	0	0	0	0	0	0	244	48	0	0
11 - 15 YEARS	102	34	9	23	0	0	2	0	0	0	0	0	0	0	113	57	0	0
16 - 20 YEARS	81	30	3	20	2	0	6	1	0	0	0	0	0	0	92	51	0	0
21 - 25 YEARS	89	33	4	9	2	1	2	0	0	0	0	0	0	0	97	43	1	0
26 - 30 YEARS	22	10	2	4	0	1	1	0	0	0	0	0	0	0	25	15	0	0
31 - 35 YEARS	19	6	5	3	0	0	1	1	1	0	0	0	0	0	26	10	0	1
36 - 40 YEARS	3	1	0	2	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
BARGAINING UNIT TOTAL	804	233	68	87	9	8	26	2	1	2	0	0	3	0	911	332	1	1
MORE THAN 10 YEARS	317	114	23	62	4	2	12	2	1	0	0	0	0	0	357	180	1	1
AVERAGE YEARS	10.7	11.6	9.5	15.2	11.2	9.5	11.1	26.5	35.0	4.0	0.0	0.0	2.0	0.0	10.6	12.6	24.0	32.0
BARGAINING UNIT AVERAGE YEARS	11.1																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																		
00 - 05 YEARS	707	62	31	11	18	0	15	1	2	0	0	0	8	2	781	76	0	0
06 - 10 YEARS	300	22	8	0	3	1	3	0	0	0	0	0	0	0	314	23	0	0
11 - 15 YEARS	156	4	6	1	3	0	4	0	0	0	0	0	0	0	169	5	0	0
16 - 20 YEARS	155	6	9	1	3	0	4	0	0	0	0	0	0	0	171	7	0	0
21 - 25 YEARS	205	11	13	1	2	0	3	0	0	0	0	0	0	0	223	12	0	0
26 - 30 YEARS	42	3	1	1	3	0	3	0	0	0	0	0	0	0	49	4	1	0
31 - 35 YEARS	31	2	5	1	1	0	1	1	0	0	0	0	0	0	38	4	1	1
36 - 40 YEARS	10	1	2	0	0	0	1	0	0	0	0	0	0	0	13	1	0	0
MORE THAN 40 YEARS	13	0	1	0	0	0	1	0	0	0	0	0	0	0	15	0	0	0
BARGAINING UNIT TOTAL	1,619	111	76	16	33	1	35	2	2	0	0	0	8	2	1,773	132	2	1
MORE THAN 10 YEARS	612	27	37	5	12	0	17	1	0	0	0	0	0	0	678	33	2	1
AVERAGE YEARS	10.0	7.2	12.6	7.3	9.7	6.0	12.7	17.0	2.0	0.0	0.0	0.0	1.4	3.0	10.1	7.3	30.0	33.0
BARGAINING UNIT AVERAGE YEARS																		
9.9																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																		
00 - 05 YEARS	1,184	273	247	184	39	9	53	18	8	2	2	0	28	12	1,561	498	1	0
06 - 10 YEARS	668	88	109	48	17	3	32	3	6	1	0	0	0	0	832	143	0	0
11 - 15 YEARS	271	35	75	32	11	4	17	2	4	0	0	0	0	0	378	73	0	0
16 - 20 YEARS	240	52	33	36	5	1	7	6	1	1	0	0	0	0	286	96	1	1
21 - 25 YEARS	787	95	96	47	14	4	27	5	2	0	0	0	0	0	926	151	1	0
26 - 30 YEARS	194	23	16	6	1	1	3	1	1	0	0	0	0	0	215	31	1	0
31 - 35 YEARS	28	3	7	3	0	1	0	0	0	0	0	0	0	0	35	7	0	0
36 - 40 YEARS	5	0	4	0	0	0	0	0	0	0	0	0	0	0	9	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	3,378	569	588	356	87	23	139	35	22	4	2	0	28	12	4,244	999	4	1
MORE THAN 10 YEARS	1,526	208	232	124	31	11	54	14	8	1	0	0	0	0	1,851	358	3	1
AVERAGE YEARS	11.9	9.7	10.3	8.9	9.3	12.0	10.3	9.8	9.0	6.8	1.5	0.0	1.4	1.3	11.5	9.4	17.5	19.0

BARGAINING UNIT AVERAGE YEARS 11.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																		
00 - 05 YEARS	64	207	30	244	0	1	4	26	1	9	0	1	6	24	105	512	0	1
06 - 10 YEARS	10	11	1	19	3	1	0	1	0	0	0	0	0	0	14	32	0	0
11 - 15 YEARS	14	35	7	40	1	0	3	3	0	1	0	0	0	0	25	79	1	0
16 - 20 YEARS	16	45	13	77	0	0	3	4	2	1	0	0	0	0	34	127	0	0
21 - 25 YEARS	3	7	4	7	0	1	0	2	0	0	0	0	0	0	7	17	0	1
26 - 30 YEARS	0	4	0	7	0	0	0	2	0	0	0	0	0	0	0	13	0	0
31 - 35 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
BARGAINING UNIT TOTAL	107	309	55	402	4	3	10	38	3	11	0	1	6	24	185	788	1	2
MORE THAN 10 YEARS	33	91	24	139	1	1	6	11	2	2	0	0	0	0	66	244	1	1
AVERAGE YEARS	6.7	6.2	8.9	7.7	9.5	10.7	9.4	7.3	13.7	4.1	0.0	1.0	1.3	1.3	7.5	6.9	14.0	11.0
BARGAINING UNIT AVERAGE YEARS																		
7.0																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																		
00 - 05 YEARS	462	377	7	11	0	3	10	6	17	24	0	1	5	3	501	425	0	0
06 - 10 YEARS	222	154	3	4	2	0	2	5	2	10	0	0	0	0	231	173	0	0
11 - 15 YEARS	111	75	3	1	0	0	1	0	1	2	0	0	0	0	116	78	0	0
16 - 20 YEARS	184	104	5	5	0	1	2	0	6	2	0	0	0	0	197	112	0	1
21 - 25 YEARS	143	66	0	1	1	0	3	0	5	6	0	0	1	0	153	73	0	1
26 - 30 YEARS	83	40	5	2	0	0	2	0	7	3	0	0	0	0	97	45	1	0
31 - 35 YEARS	61	30	4	3	1	0	2	0	2	1	0	0	0	0	70	34	0	0
36 - 40 YEARS	11	5	1	0	0	0	0	0	1	0	0	0	0	0	13	5	0	0
MORE THAN 40 YEARS	10	1	2	0	1	0	0	0	2	0	0	0	0	0	15	1	0	0
BARGAINING UNIT TOTAL	1,287	852	30	27	5	4	22	11	43	48	0	1	6	3	1,393	946	1	2
MORE THAN 10 YEARS	603	321	20	12	3	1	10	0	24	14	0	0	1	0	661	348	1	2
AVERAGE YEARS	12.5	10.3	19.2	11.8	23.4	6.3	12.8	4.8	16.0	9.3	0.0	1.0	6.0	3.0	12.7	10.2	26.0	21.0
BARGAINING UNIT AVERAGE YEARS																		
11.7																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	162	109	11	11	1	0	4	4	6	1	0	0	2	4	186	129	0	0
06 - 10 YEARS	74	32	5	3	0	0	2	1	0	0	0	0	0	0	81	36	0	0
11 - 15 YEARS	56	34	4	1	0	0	0	1	0	0	0	0	0	0	60	36	1	0
16 - 20 YEARS	75	26	0	0	1	0	3	1	3	1	0	0	0	0	82	28	0	0
21 - 25 YEARS	72	11	2	0	1	0	1	0	2	1	0	0	0	0	78	12	0	0
26 - 30 YEARS	30	7	3	0	1	0	2	0	1	1	0	0	0	0	37	8	0	0
31 - 35 YEARS	45	4	3	1	0	0	0	0	2	0	0	0	0	0	50	5	4	0
36 - 40 YEARS	5	0	4	2	0	0	0	0	0	0	0	0	0	0	9	2	0	0
MORE THAN 40 YEARS	2	3	0	1	0	0	1	0	0	0	0	0	0	0	3	4	1	1
BARGAINING UNIT TOTAL	521	226	32	19	4	0	13	7	14	4	0	0	2	4	586	260	6	1
MORE THAN 10 YEARS	285	85	16	5	3	0	7	2	8	3	0	0	0	0	319	95	6	1
AVERAGE YEARS	13.9	9.2	15.6	11.1	17.3	0.0	14.7	5.7	15.6	17.5	0.0	0.0	1.5	0.8	14.0	9.2	31.3	43.0
BARGAINING UNIT AVERAGE YEARS	12.5																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - TROOPERS AND SERGEANTS																		
00 - 05 YEARS	456	54	33	6	7	1	10	1	4	0	0	0	13	0	523	62	0	0
06 - 10 YEARS	397	42	24	3	4	1	12	1	3	2	0	0	0	0	440	49	0	0
11 - 15 YEARS	84	4	5	0	0	0	2	0	1	0	0	0	0	0	92	4	0	0
16 - 20 YEARS	49	2	1	1	1	0	1	0	0	0	0	0	0	0	52	3	0	0
21 - 25 YEARS	259	20	4	1	2	0	5	0	1	0	0	0	0	0	271	21	0	0
26 - 30 YEARS	124	12	17	0	5	0	4	0	0	0	0	0	0	0	150	12	1	0
31 - 35 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	0	0	4	2	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,374	136	84	11	19	2	34	2	9	2	0	0	13	0	1,533	153	1	0
MORE THAN 10 YEARS	521	40	27	2	8	0	12	0	2	0	0	0	0	0	570	42	1	0
AVERAGE YEARS	11.6	10.5	10.7	7.3	13.2	4.0	11.5	4.5	6.8	7.5	0.0	0.0	2.3	0.0	11.5	10.0	29.0	0.0
BARGAINING UNIT AVERAGE YEARS 11.3																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																		
00 - 05 YEARS	202	338	114	204	5	3	13	19	6	4	1	1	6	9	347	578	0	0
06 - 10 YEARS	63	82	40	48	0	1	7	4	1	2	0	0	0	0	111	137	0	0
11 - 15 YEARS	28	48	25	37	0	1	2	2	2	1	0	0	0	0	57	89	0	0
16 - 20 YEARS	31	49	13	32	0	0	3	0	1	1	0	0	0	0	48	82	0	0
21 - 25 YEARS	14	29	2	18	0	0	1	1	0	4	0	0	0	0	17	52	0	0
26 - 30 YEARS	10	13	1	7	1	0	0	1	0	0	0	0	0	0	12	21	0	0
31 - 35 YEARS	3	3	2	1	0	0	0	0	0	0	0	0	0	0	5	4	0	0
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	2	0	1	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
BARGAINING UNIT TOTAL	354	563	198	349	6	5	26	27	10	12	1	1	6	9	601	966	0	0
MORE THAN 10 YEARS	89	143	44	97	1	1	6	4	3	6	0	0	0	0	143	251	0	0
AVERAGE YEARS	7.5	7.2	6.5	7.3	5.2	5.4	7.5	5.4	5.9	11.7	5.0	3.0	2.0	1.2	7.1	7.2	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	7.1																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																		
00 - 05 YEARS	479	1,941	152	871	2	9	21	74	15	29	2	2	33	129	704	3,055	1	0
06 - 10 YEARS	388	1,077	114	484	8	16	15	44	6	14	0	0	0	0	531	1,635	0	2
11 - 15 YEARS	351	1,019	109	595	6	8	21	47	6	9	0	0	0	0	493	1,678	0	1
16 - 20 YEARS	122	308	36	184	2	2	5	18	1	5	0	0	0	1	166	518	1	1
21 - 25 YEARS	248	298	48	281	5	5	7	26	1	8	0	0	0	0	309	618	1	0
26 - 30 YEARS	129	160	23	97	1	1	6	25	1	5	0	0	0	0	160	288	2	5
31 - 35 YEARS	27	52	6	39	0	0	3	5	1	1	0	0	1	0	38	97	2	2
36 - 40 YEARS	8	12	5	14	0	0	0	0	0	1	0	0	0	0	13	27	0	0
MORE THAN 40 YEARS	6	8	2	12	0	1	0	0	0	0	0	0	0	0	8	21	1	0
BARGAINING UNIT TOTAL	1,758	4,875	495	2,577	24	42	78	239	31	72	2	2	34	130	2,422	7,937	8	11
MORE THAN 10 YEARS	891	1,857	229	1,222	14	17	42	121	10	29	0	0	1	1	1,187	3,247	7	9
AVERAGE YEARS	12.2	9.3	11.2	11.0	13.7	11.3	12.3	12.1	7.9	10.7	4.5	2.5	3.1	1.4	11.9	9.9	25.8	23.5
BARGAINING UNIT AVERAGE YEARS 10.3																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																		
00 - 05 YEARS	315	1,455	65	365	3	16	30	84	8	19	0	2	6	45	427	1,986	0	0
06 - 10 YEARS	123	672	27	145	2	7	3	33	3	6	0	0	0	2	158	865	0	0
11 - 15 YEARS	73	407	19	103	1	3	1	23	0	2	0	0	0	0	94	538	0	1
16 - 20 YEARS	43	280	5	45	1	3	2	14	1	3	0	0	0	0	52	345	0	1
21 - 25 YEARS	40	298	9	86	2	3	4	19	1	6	0	0	0	0	56	412	0	2
26 - 30 YEARS	8	106	5	24	0	5	2	5	0	1	0	0	0	0	15	141	1	6
31 - 35 YEARS	13	89	3	38	0	0	1	11	1	4	0	0	0	0	18	142	3	10
36 - 40 YEARS	1	23	2	14	0	0	1	1	0	0	0	0	0	0	4	38	1	2
MORE THAN 40 YEARS	1	48	0	23	0	0	1	3	0	1	0	0	0	0	2	75	1	2
BARGAINING UNIT TOTAL	617	3,378	135	843	9	37	45	193	14	42	0	2	6	47	826	4,542	6	24
MORE THAN 10 YEARS	179	1,251	43	333	4	14	12	76	3	17	0	0	0	0	241	1,691	6	24
AVERAGE YEARS	8.1	10.2	9.0	11.3	11.4	10.8	8.7	10.7	7.4	12.2	0.0	2.5	1.8	2.4	8.3	10.4	34.5	30.6
BARGAINING UNIT AVERAGE YEARS 10.1																		

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STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																		
00 - 05 YEARS	677	745	41	105	2	5	15	25	39	72	1	0	14	13	789	965	1	1
06 - 10 YEARS	578	595	44	101	6	6	26	26	31	55	0	0	1	0	686	783	1	0
11 - 15 YEARS	319	496	33	97	0	3	5	23	22	30	0	0	1	1	380	650	0	0
16 - 20 YEARS	191	330	29	78	1	4	5	10	24	14	0	1	0	0	250	437	1	1
21 - 25 YEARS	258	313	22	78	0	1	5	17	8	6	0	0	0	0	293	415	3	1
26 - 30 YEARS	87	106	11	27	0	5	3	3	5	5	0	0	0	0	106	146	1	4
31 - 35 YEARS	56	102	13	38	0	2	6	13	3	3	0	0	0	0	78	158	5	10
36 - 40 YEARS	9	22	4	7	0	0	2	3	2	1	0	0	0	0	17	33	0	1
MORE THAN 40 YEARS	16	46	3	8	0	0	0	4	0	1	0	0	0	0	19	59	0	1
BARGAINING UNIT TOTAL	2,191	2,755	200	539	9	26	67	124	134	187	1	1	16	14	2,618	3,646	12	19
MORE THAN 10 YEARS	936	1,415	115	333	1	15	26	73	64	60	0	1	1	1	1,143	1,898	10	18
AVERAGE YEARS	11.4	12.8	14.7	15.0	7.1	15.0	12.7	15.7	11.5	8.9	0.0	20.0	3.2	2.9	11.6	13.0	23.7	29.5
BARGAINING UNIT AVERAGE YEARS 12.4																		

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STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	263	215	32	71	7	0	8	5	9	3	0	0	1	10	320	304	2	0
06 - 10 YEARS	333	323	43	83	9	2	12	16	7	12	0	0	2	0	406	436	0	0
11 - 15 YEARS	302	359	49	130	6	1	8	14	6	9	0	0	0	0	371	513	0	0
16 - 20 YEARS	290	301	24	101	6	3	6	14	4	3	0	0	0	0	330	422	2	1
21 - 25 YEARS	486	281	42	127	10	3	9	3	10	6	0	0	0	0	557	420	0	0
26 - 30 YEARS	212	117	23	47	4	5	7	7	2	3	0	0	0	0	248	179	1	4
31 - 35 YEARS	113	67	20	35	3	2	8	3	3	2	0	0	0	0	147	109	2	1
36 - 40 YEARS	32	14	11	21	0	1	1	0	1	0	0	0	0	0	45	36	3	0
MORE THAN 40 YEARS	23	18	6	12	0	0	2	1	0	0	0	0	0	0	31	31	3	2
BARGAINING UNIT TOTAL	2,054	1,695	250	627	45	17	61	63	42	38	0	0	3	10	2,455	2,450	13	8
MORE THAN 10 YEARS	1,458	1,157	175	473	29	15	41	42	26	23	0	0	0	0	1,729	1,710	11	8
AVERAGE YEARS	17.3	15.6	17.7	17.5	15.7	23.1	18.1	15.5	15.7	14.2	0.0	0.0	6.7	2.1	17.3	16.1	30.2	30.4
BARGAINING UNIT AVERAGE YEARS	16.7																	

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STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																		
00 - 05 YEARS	29	37	3	6	0	0	0	2	2	1	0	0	1	3	35	49	0	0
06 - 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	30	37	3	6	0	0	0	2	2	1	0	0	1	3	36	49	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.1																	

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Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																		
00 - 05 YEARS	154	158	9	31	0	0	2	4	5	1	0	0	2	5	172	199	0	0
06 - 10 YEARS	146	141	6	16	0	0	6	2	5	2	0	0	0	0	163	161	0	0
11 - 15 YEARS	134	165	6	18	1	0	3	4	4	4	0	0	0	0	148	191	2	1
16 - 20 YEARS	191	197	18	21	0	1	3	2	8	9	0	0	0	0	220	230	0	0
21 - 25 YEARS	202	192	12	31	1	0	1	4	3	3	0	0	0	0	219	230	1	0
26 - 30 YEARS	173	104	14	25	1	2	2	4	1	2	0	0	0	0	191	137	2	2
31 - 35 YEARS	87	87	11	21	3	1	3	3	2	2	0	0	0	0	106	114	2	4
36 - 40 YEARS	27	17	5	6	0	0	1	1	1	1	0	0	0	0	34	25	0	1
MORE THAN 40 YEARS	14	12	6	9	0	0	2	0	0	0	0	0	0	0	22	21	1	0
BARGAINING UNIT TOTAL	1,128	1,073	87	178	6	4	23	24	29	24	0	0	2	5	1,275	1,308	8	8
MORE THAN 10 YEARS	828	774	72	131	6	4	15	18	19	21	0	0	0	0	940	948	8	8
AVERAGE YEARS	18.4	17.2	22.3	19.7	26.2	26.3	19.9	18.5	15.5	19.0	0.0	0.0	2.5	3.0	18.6	17.6	27.1	29.4
BARGAINING UNIT AVERAGE YEARS	18.1																	

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STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	91	322	10	41	1	3	6	22	3	8	0	0	5	9	116	405	0	1
06 - 10 YEARS	58	178	5	31	0	1	2	8	1	2	0	0	0	1	66	221	0	0
11 - 15 YEARS	25	148	4	23	0	0	0	7	0	3	0	0	1	0	30	181	1	1
16 - 20 YEARS	15	102	6	14	0	0	0	5	0	0	0	0	0	0	21	121	0	0
21 - 25 YEARS	24	118	3	23	0	3	3	2	0	3	0	0	0	0	30	149	0	0
26 - 30 YEARS	10	37	2	15	0	0	0	1	1	1	0	0	0	0	13	54	0	1
31 - 35 YEARS	6	37	2	15	0	1	1	8	0	0	0	0	0	0	9	61	1	2
36 - 40 YEARS	1	8	0	1	0	0	0	2	0	0	0	0	0	0	1	11	1	0
MORE THAN 40 YEARS	3	20	0	8	0	1	0	1	0	0	0	0	0	0	3	30	0	4
BARGAINING UNIT TOTAL	233	970	32	171	1	9	12	56	5	17	0	0	6	10	289	1,233	3	9
MORE THAN 10 YEARS	84	470	17	99	0	5	4	26	1	7	0	0	1	0	107	607	3	8
AVERAGE YEARS	10.6	12.5	12.9	15.9	4.0	17.3	10.7	13.4	7.6	9.4	0.0	0.0	4.0	2.0	10.6	12.9	28.7	32.0
BARGAINING UNIT AVERAGE YEARS	12.5																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 25, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	5,507	6,378	817	2,175	88	53	201	291	125	175	6	7	133	268	6,877	9,347	5	3
06 -10 YEARS	3,586	3,451	442	996	56	42	126	144	65	106	0	0	3	3	4,278	4,742	1	2
11 - 15 YEARS	2,026	2,863	354	1,101	29	20	69	126	46	61	0	0	2	1	2,526	4,172	5	4
16 - 20 YEARS	1,683	1,832	195	615	22	15	50	75	51	40	0	1	0	1	2,001	2,579	5	6
21 - 25 YEARS	2,830	1,772	261	710	40	21	71	79	33	43	0	0	1	0	3,236	2,625	7	5
26 - 30 YEARS	1,124	742	123	262	17	20	35	49	19	21	0	0	0	0	1,318	1,094	11	22
31 - 35 YEARS	493	484	81	201	8	7	26	45	15	13	0	0	1	0	624	750	20	31
36 - 40 YEARS	114	104	38	69	0	1	6	7	5	3	0	0	0	0	163	184	5	4
MORE THAN 40 YEARS	92	156	22	79	1	2	7	9	2	2	0	0	0	0	124	248	7	10
STATEWIDE TOTAL	17,455	17,782	2,333	6,208	261	181	591	825	361	464	6	8	140	273	21,147	25,741	66	87
MORE THAN 10 YEARS	8,362	7,953	1,074	3,037	117	86	264	390	171	183	0	1	4	2	9,992	11,652	60	82
AVERAGE YEARS	12.5	11.2	12.0	11.9	11.9	13.1	12.2	12.2	12.0	10.5	2.8	4.4	2.6	1.7	12.3	11.3	27.3	28.9
STATEWIDE AVERAGE YEARS																		
11.8																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-3

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: December 25, 2021

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,243	2.7 %	44.5	\$29.97	822	66.1 %
A31 - LABOR AND TRADES	1,905	4.1 %	48.8	\$25.86	1,048	55.0 %
C12 - SECURITY	5,243	11.2 %	41.4	\$26.85	3,208	61.2 %
E42 - HUMAN SERVICES SUPPORT	973	2.1 %	47.0	\$26.87	366	37.6 %
H21 - SCIENTIFIC & ENGINEERING	2,339	5.0 %	43.2	\$37.48	1,421	60.8 %
L32 - TECHNICAL	846	1.8 %	44.9	\$28.32	530	62.6 %
T01 - TROOPERS AND SERGEANTS	1,686	3.6 %	37.2	\$33.55	1,076	63.8 %
U11 - INSTITUTIONAL	1,567	3.3 %	44.7	\$23.14	622	39.7 %
W22 - HUMAN SERVICES	10,359	22.1 %	44.1	\$30.81	6,370	61.5 %
W41 - ADMINISTRATIVE SUPPORT	5,368	11.4 %	46.1	\$24.47	2,865	53.4 %
Y23 - BUSINESS & ADMINISTRATION	6,264	13.4 %	46.0	\$37.05	4,403	70.3 %
Y51 - SUPERVISORY	4,905	10.5 %	48.4	\$39.51	4,250	86.6 %
Y52 - NONCAREER	85	0.2 %	26.1	\$16.25	1	1.2 %
Y98 - MANAGERIAL	2,583	5.5 %	50.3	\$57.16	2,208	85.5 %
Y99 - CONFIDENTIAL	1,522	3.2 %	46.7	\$33.08	977	64.2 %
STATEWIDE TOTAL	46,888	100.0 %	45.1	\$32.71	30,167	64.3 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: December 25, 2021

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	
A02 SAFETY & REGULATORY	1,236	631	51 %	430	35 %	10	1 %	0	0 %	1,122	91 %	8	1 %
A31 LABOR AND TRADES	1,778	814	46 %	660	37 %	11	1 %	0	0 %	1,551	87 %	4	0 %
C12 SECURITY	5,243	2,982	57 %	1,842	35 %	6	0 %	0	0 %	4,955	95 %	16	0 %
E42 HUMAN SERVICES SUPPORT	973	438	45 %	383	39 %	5	1 %	0	0 %	880	90 %	7	1 %
H21 SCIENTIFIC & ENGINEERING	2,334	898	38 %	1,123	48 %	14	1 %	0	0 %	2,162	93 %	12	1 %
L32 TECHNICAL	816	339	42 %	386	47 %	6	1 %	0	0 %	754	92 %	4	0 %
T01 TROOPERS AND SERGEANTS	1,686	383	23 %	209	12 %	8	0 %	986	58 %	1,617	96 %	5	0 %
U11 INSTITUTIONAL	1,563	755	48 %	627	40 %	4	0 %	0	0 %	1,420	91 %	8	1 %
W22 HUMAN SERVICES	10,312	4,244	41 %	5,044	49 %	42	0 %	0	0 %	9,672	94 %	25	0 %
W41 ADMINISTRATIVE SUPPORT	5,231	1,762	34 %	2,809	54 %	26	0 %	0	0 %	4,782	91 %	15	0 %
Y23 BUSINESS & ADMINISTRATION	6,262	1,981	32 %	3,508	56 %	45	1 %	0	0 %	5,766	92 %	20	0 %
Y51 SUPERVISORY	4,905	2,089	43 %	2,394	49 %	28	1 %	1	0 %	4,653	95 %	14	0 %
Y52 NONCAREER	2	1	50 %	1	50 %	0	0 %	0	0 %	2	100 %	0	0 %
Y98 MANAGERIAL	2,583	949	37 %	1,394	54 %	23	1 %	0	0 %	2,450	95 %	3	0 %
Y99 CONFIDENTIAL	1,510	419	28 %	870	58 %	9	1 %	0	0 %	1,376	91 %	6	0 %
STATEWIDE TOTALS:	46,434	18,685	40 %	21,680	47 %	237	1 %	987	2 %	43,162	93 %	147	0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: December 25, 2021

		Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
Bargaining Unit Code/Name														
A02	SAFETY & REGULATORY	1,236	1,133	92 %	1,003	81 %	55	4 %	1,178	95 %	49	4 %	49	4 %
A31	LABOR AND TRADES	1,778	1,572	88 %	1,413	79 %	2	0 %	1,714	96 %	56	3 %	5	0 %
C12	SECURITY	5,243	4,991	95 %	4,611	88 %	0	0 %	4,975	95 %	220	4 %	0	0 %
E42	HUMAN SERVICES SUPPORT	973	898	92 %	604	62 %	0	0 %	907	93 %	66	7 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,334	2,190	94 %	1,780	76 %	41	2 %	2,157	92 %	172	7 %	12	1 %
L32	TECHNICAL	816	769	94 %	643	79 %	19	2 %	765	94 %	48	6 %	5	1 %
T01	TROOPERS AND SERGEANTS	1,686	1,632	97 %	1,670	99 %	786	47 %	1,623	96 %	50	3 %	717	43 %
U11	INSTITUTIONAL	1,563	1,430	91 %	1,221	78 %	2	0 %	1,503	96 %	53	3 %	0	0 %
W22	HUMAN SERVICES	10,312	9,722	94 %	8,652	84 %	0	0 %	9,760	95 %	524	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,231	4,822	92 %	4,023	77 %	102	2 %	4,953	95 %	260	5 %	41	1 %
Y23	BUSINESS & ADMINISTRATION	6,262	5,822	93 %	4,930	79 %	99	2 %	5,903	94 %	341	5 %	49	1 %
Y51	SUPERVISORY	4,905	4,671	95 %	4,519	92 %	140	3 %	4,727	96 %	170	3 %	104	2 %
Y52	NONCAREER	2	2	100 %	2	100 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	2,583	2,461	95 %	2,249	87 %	89	3 %	2,481	96 %	97	4 %	82	3 %
Y99	CONFIDENTIAL	1,510	1,393	92 %	1,238	82 %	13	1 %	1,438	95 %	67	4 %	6	0 %
STATEWIDE TOTALS:		46,434	43,508	94 %	38,559	83 %	1,348	3 %	44,086	95 %	2,173	5 %	1,070	2 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: December 25, 2021

Table 5-9

EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 Troopers and Sergeants	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	476	26	11	0	0	243	16	0	0	1	49	346
ATTORNEY GENERAL	535	45	1	0	0	0	0	0	0	0	84	130
AUDITOR GENERAL	151	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	81	0	0	0	0	0	0	0	0	32	12	44
CIVIL SERVICE COMMISSION	435	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	10,645	10	438	5,016	0	4	78	0	340	2,138	793	8,817
EDUCATION	508	0	1	0	2	0	5	0	16	174	60	258
ENVIRONMENT, GREAT LAKES & ENERGY	1,287	9	1	0	0	790	54	0	0	0	130	984
EXECUTIVE OFFICE	68	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	329	0	0	0	0	0	0	0	0	0	28	28
LABOR & ECONOMIC OPPORTUNITY	2,695	93	22	0	942	63	12	0	23	381	280	1,816
LICENSING & REGULATORY AFFAIRS	1,558	201	7	0	0	66	0	0	0	270	292	836
MDHHS - COMMUNITY HEALTH	3,743	42	63	227	0	138	37	0	870	456	389	2,222
MDHHS - HUMAN SERVICES	10,397	160	19	0	29	3	1	0	63	6,800	1,000	8,075
MILITARY & VETERAN AFFAIRS	787	26	187	0	0	36	17	0	244	40	62	612
NATURAL RESOURCES	1,699	426	164	0	0	254	127	0	5	62	185	1,223
STATE	1,327	15	17	0	0	0	1	0	0	0	831	864
STATE POLICE	2,978	135	11	0	0	138	61	1,686	6	2	250	2,289
TECHNOLOGY, MANAGEMENT & BUDGET	2,831	0	242	0	0	36	65	0	0	0	247	590
TRANSPORTATION	2,751	48	716	0	0	567	372	0	0	3	225	1,931
TREASURY	1,607	7	4	0	0	1	0	0	0	0	451	463
Grand Total:	46,888	1,243	1,905	5,243	973	2,339	846	1,686	1,567	10,359	5,368	31,529

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN

Table 5-10

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: December 25, 2021

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	476	48	8	27	3	0	44	130
ATTORNEY GENERAL	535	16	48	337	0	0	4	405
AUDITOR GENERAL	151	1	85	44	3	0	17	150
CIVIL RIGHTS	81	3	17	11	0	0	6	37
CIVIL SERVICE COMMISSION	435	0	369	59	2	0	5	435
CORRECTIONS	10,645	257	120	126	5	0	1,320	1,828
EDUCATION	508	129	20	55	0	0	46	250
ENVIRONMENT, GREAT LAKES & ENERGY	1,287	81	16	82	5	0	119	303
EXECUTIVE OFFICE	68	0	67	1	0	0	0	68
INSURANCE AND FINANCIAL SERV	329	180	26	31	2	0	62	301
LABOR & ECONOMIC OPPORTUNITY	2,695	503	44	197	5	0	130	879
LICENSING & REGULATORY AFFAIRS	1,558	449	55	166	1	0	51	722
MDHHS - COMMUNITY HEALTH	3,743	720	103	280	6	0	412	1,521
MDHHS - HUMAN SERVICES	10,397	700	180	208	1	0	1,233	2,322
MILITARY & VETERAN AFFAIRS	787	54	11	36	1	0	73	175
NATURAL RESOURCES	1,699	127	21	85	4	0	239	476
STATE	1,327	143	48	54	0	0	218	463
STATE POLICE	2,978	253	40	150	10	0	236	689
TECHNOLOGY, MANAGEMENT & BUDGET	2,831	1,587	107	312	19	0	216	2,241
TRANSPORTATION	2,751	258	97	141	1	0	323	820
TREASURY	1,607	755	40	181	17	0	151	1,144
Grand Total:	46,888	6,264	1,522	2,583	85	0	4,905	15,359

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

American Indian or Alaska Native (Not Hispanic or Latino). Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian (Not Hispanic or Latino). Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average. The figure obtained by dividing the total of a set of data by the number of figures in the set of data. In this report, average is used synonymously with mean.

Black or African American (Not Hispanic or Latino). Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment. An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

Classified Employees. Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service. The Michigan State classified civil service.

Compensation. Pay and benefits received by an employee for work performed.

Employee Status Code Descriptions (active employees):

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent-Intermittent (Classified)
- AD:** Limited-Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers Compensation
- AQ:** Noncareer/Per Diem
- AR:** Special Personal Services (Not Classified)

Fiscal Year. October 1 of a given year through September 30 of the next year. Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.

Full-Time Employees. Employees scheduled to work 80 hours biweekly.

Hispanic or Latino. Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

HRMN. Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation in March 2001 replaced PPRISM.

Indefinite Appointment. A career appointment with no fixed ending date at the time of appointment.

Job Category. Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators. Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals. Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians. Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers. Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals. Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical. Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers. Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers. Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employees. Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

Limited-Term Employees. Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN (Michigan Administrative Information Network). Established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino). Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Noncareer Employees. Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Permanent-Intermittent Employees. Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Position. A classified job identified by its respective duties and responsibilities.

Primary Position. The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department. One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

Process Level. A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Seasonal Employees. Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employees. Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

Two or More Races (Not Hispanic or Latino) – Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Unclassified Employees. Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations. A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified (No Exclusive Employee Organization)

Unit Codes

Code	Unit
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01	Troopers and Sergeants Unit
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This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.

02	Safety and Regulatory Unit
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Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

11	Institutional Unit
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This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

12	Security Unit
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The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

21	Scientific and Engineering Unit
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Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

22	Human Services Unit
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Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

23	Business and Administrative Unit
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Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

31	Labor and Trades Unit
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Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.

- 32 Technical Unit**
Employees in this unit provide support services in the area of science and engineering.
- 41 Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.
- 51 Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52 Noncareer**
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 Managerial Unit**
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 Confidential Unit**
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

White (Not Hispanic or Latino). Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce. Those persons employed in the classified service by the state of Michigan.